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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 56 | NO 3 | MARCH 2009 MARS | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

L'ACPPU presse Ottawa de rétablir les compressions budgétaires dans les programmes de recherche

L'ACPPU continue de réclamer du gouvernement conservateur qu'il redresse l'insuffisance des fonds de recherche octroyés par l'entremise des organismes subventionnaires et qu'il renonce à cibler les projets de recherche.

Le budget fédéral présenté en janvier dernier a semé la fureur parmi la communauté scientifique. En effet, si les conservateurs se sont engagés à investir 2 milliards de dollars dans l'infrastructure universitaire et collégiale au cours des deux prochaines années et à accroître le financement accordé à la Fondation pour l'innovation canadienne, ils ont néanmoins décidé d'apporter des compressions de 148 millions de dollars, sur les trois prochaines années, dans les budgets de recherche des trois conseils subventionnaires.

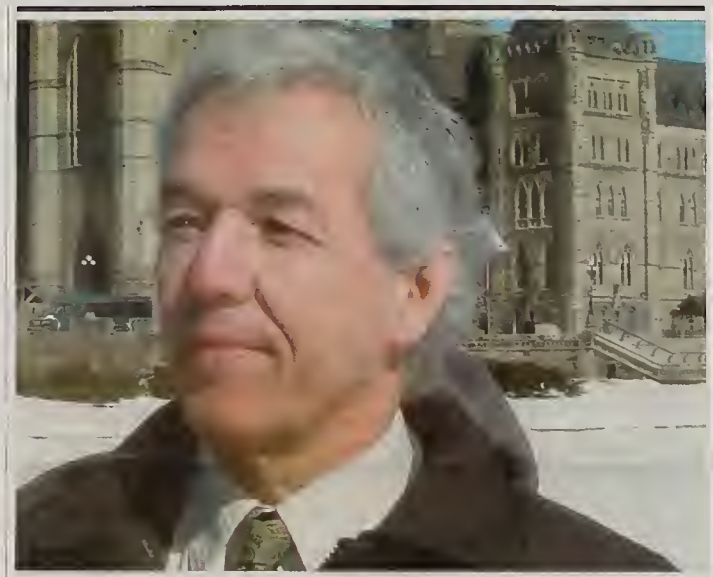
Nombre de chercheurs sont restés incrédules à l'annonce de ces mesures.

« Il est certes important d'investir dans l'infrastructure matérielle, mais à quoi sert de construire des installations et de les équiper si l'on ne met pas à la disposition des chercheurs les fonds dont ils ont besoin pour mener leurs travaux », fait valoir le directeur général de l'ACPPU, James Turk.

Ces restrictions budgétaires se traduisent à l'heure actuelle par l'élimination d'importants programmes. Le Conseil de recherches en sciences humaines a annoncé qu'il mettra fin au programme d'allocations de dégagement pour la recherche, qui permettait de couvrir le dégagement des chercheurs devant se défaire de leurs fonctions d'enseignement, et qu'il réduira de 5,6 millions de dollars les fonds de recherche en santé.

Le Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG) a entrepris l'élimination des Centres de recherche sur l'enseignement et l'apprentissage des sciences (CREAS),

Voir L'ACPPU à la page A5 →



CAUT executive director James Turk on Parliament Hill March 3 to meet MPs Marc Garneau, Jack Layton & Mike Savage over the 2009 federal budget that shortchanges research.

CAUT Presses Government on Budget Research Shortfall

CAUT continues to voice concerns over the Conservative government's underfunding of research provided through the granting councils, and the targeting of specific projects.

A furor erupted within the scientific community following the release of the federal budget in January. The Conservatives pledged $2 billion over the next two years for university and college infrastructure, with additional money provided to the Canada Foundation for Innovation. But it was also announced that research program funding provided through the three granting agencies will be cut by $148 million over the next three years.

That left many researchers shaking their heads in disbelief.

"Investments in bricks and mortar are important, but it makes no sense at all to build facilities and provide equipment but not give researchers the funding they need to do their work," says CAUT executive director James Turk.

Important programs are being eliminated because of the cuts. The Social Sciences and Humanities Research Council announced it will be ending the Research Time Stipends program which helped fund course release time for researchers, and will chop $5.6 million from health-related research.

The Natural Sciences and Engineering Research Council is eliminating the Centres for Research in Youth, Science Teaching and Learning, University Faculty Awards, the Research Capacity Development program, the Special Research Opportunity program and the Intellectual Property Mobilization program. In addition, NSERC is limiting its postgraduate scholarships award to one year and tightening restrictions on projects funded under the Major Resources Support program.

Meanwhile, the Canadian Institutes of Health Research is ending its Intellectual Property Mobilization program and the Open Team Grant Program.

Gordon Keller, head of the University of Toronto's McEwen Centre for Regenerative Medi-

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$1M

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The Mortgage Centre
Discount Rates Page A9

RACISM STOP IT!
METTONS FIN AU RACISME!
March 21 mars

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COMMENT OPINIONS

EDITORIAL

Universities Are Betraying Their Central Mission

OVER the past few weeks, CAUT has become aware of a number of disturbing cases in which university administrations have limited or suppressed debate on controversial issues. Whether it is banning posters or noisy demonstrations, we believe such heavy-handed actions constitute a clear threat to the purpose of post-secondary education.

Not surprisingly, the failures involve bitterly contentious issues. One is Middle East politics. Last month Carleton University and the University of Ottawa banned a student organization poster for Israeli Apartheid Week because the universities felt it too provocative. The poster, by noted political cartoonist Carlos Latuff, shows a stylized Israeli warplane firing a missile at a child holding a teddy bear and standing on ground emblazoned with the word "Gaza." York University has gone even farther, invoking a noise policy to justify handing club suspensions and fines to student organizations that held counter-protests for and against Israeli government polices.

On the contentious issue of abortion, the University of Calgary told a student pro-life group it could only set up its graphic images of abortion, likening abortion to genocide, if it turned the images inward so that passersby couldn't see them unless they approached the display. The students were threatened with suspension, expulsion, fines of up to $2,000 and arrest for trespassing unless they complied. The university's lawyer was quoted as saying the Charter of Rights and Freedoms does not apply to universities and freedom of expression protection does not extend to trespassers.

In invoking the need to be "respectful" and "civil" and to avoid "provocation," too many universities are suppressing free speech and freedom of expression. Some universities are even stretching to invoke human rights' codes to justify suppression when these codes typically address the right to be free from discrimination in employment and in access to services and accommodations and are not meant to silence campus discussion and debate.

This poster for Israeli Apartheid Week was taken down by staff at Carleton University & the University of Ottawa.

Our institutions must remember the integrity of their central mission, which is so aptly described in the University of Toronto's statement of institutional purpose: that "within the unique university context, the most crucial of all human rights are the rights of freedom of speech, academic freedom and freedom of research," and affirms that "these rights are meaningless unless they entail the right to raise deeply disturbing questions and provocative challenges to the cherished beliefs of society at large and of the university itself."

The statement concludes: "It is this human right to radical, critical teaching and research with which the University has a duty above all to be concerned; for there is no one else, no other institution and no other office, in our modern liberal democracy, which is the custodian of this most precious and vulnerable right of the liberated human spirit."

Our universities and colleges have occasionally lost sight of that vision in periods of tension, as during the Cold War years. Regrettably we now appear to be entering another era when many of our post-secondary institutions are failing in their public responsibility to foster rather than suppress discussion of deeply disturbing questions and controversial issues around which public passions run high.

However intensely supporters of Israeli government policy feel that criticism of Israel is anti-Semitism or defenders of a woman's right to choose find pro-life imagery disgusting and offensive, universities and colleges must rebuff their demands for suppression of their opponents. The Criminal Code provides limits on advocacy that threatens or justifies violence or other illegal harm. Our post-secondary educational institutions should look for ways to extend legal limits to promote discussion and debate, not invoke internal policies and narrow reading of the law to make discourse on campuses more restrictive than what can occur in society at large.

As far as the importance of civility, our institutions could well remember John Stuart Mill's caution in *On Liberty* in which he decried as risky and hypocritical the notion that "the free expression of all opinions should be permitted on condition that the manner be temperate and do not pass the bounds of fair discussion."

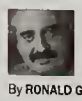
As he noted, "Much might be said on the impossibility of fixing where these supposed bounds are to be placed: for if the test be offense to those whose opinion is attacked, I think experience testified that this offense is given whenever the attack is telling and powerful, and that every opponent who pushes them hard, and whom they find it difficult to answer, appears to them ... an intemperate opponent."

Unless universities and colleges champion and defend faculty and student rights to raise deeply disturbing questions and provocative challenges to cherished beliefs, they have little reason to exist. ■

— PENNI STEWART & JAMES TURK

COMMENTARY

Productivity in the Vale of Peers



By RONALD GLASBERG

FEW tenets of academic life are as sacrosanct as the principle of productivity as monitored by those masters of quality control, the jury of one's peers. Yet, few principles can be as corrupting of what should lie at the heart of the academic enterprise — namely, the search for truth. By search for truth I mean the challenging of prevailing assumptions — something hindered by what I would call the "productivity-peer" system.

Productivity is the measure of academic worth in terms of numbers of articles and monographs produced. Given the capitalist ethic of Western Civilization and its emphasis on productivity, it is no surprise that most universities are caught up in this outlook and seek to direct research and judge faculties by their ability to generate large quantities of published work. But instead of market forces deciding what counts as having value, the peers play the role of gatekeepers to the paradise of publication acceptance.

But what is a peer? Common sense would suggest peers are those who have achieved distinction in their fields by publishing a considerable amount, and it would be unusual for such individuals to accept as publishable those works

See PRODUCTIVITY Page A8 →

PRESIDENT'S COLUMN

York Demonstrates Need for Solidarity

By PENNI STEWART

THE Ontario government has enacted legislation ending the York University strike – the longest by academic workers in 30 years. As a York faculty member I find it difficult to ignore the events of the 12-week walkout, especially since the conditions that gave rise to the conflict are present or coming soon to other institutions.

At its heart the strike at York has been a struggle over the nature of academic work and the increasing division between full-time academics and all other classes of academic workers. Contract faculty, teaching assistants, graduate assistants and research assistants, represented by Local 3903 of the Canadian Union of Public Employees, went on strike on Nov. 6. A key issue was job security for contract faculty, a number of whom have taught at York for more than 10 years.

At York, more than 50 per cent of the teaching is carried out by contract faculty and teaching assistants and a similar situation prevails across Canada. CUPE members may teach a single course at York, but many teach two or more courses each year or teach at more than one institution.

Their conditions of work typically involve low wages relative to full-time academic staff, limited opportunities to participate in collegial governance, restricted access to academic research and conference travel funds, and inadequate office space. What CUPE members report as particularly galling is having to reapply year after year for the same job.

The phenomenal growth of contingent teaching is the result of two trends, the development of mass post-secondary education and underfunding. Since the 1950s, post-secondary education has been transformed from a few small, mostly elite, institutions to a massive system serving more than half of all high school graduates. But public funding has been insufficient to maintain growth and high quality programs.

As a result, institutions have increasingly been forced to turn to private sources of revenue, mainly in the form of higher tuition, but also research funds and endowment funds. In this context a cheap and flexible labour force, one that can respond quickly to market demand, growth or declines in enrollment, becomes important at every institution. Of course, it is at the expense of secure employment with reasonable wages and benefits.

But underfunding in the face of expanding participation does not tell the whole story. Less spending has not led to lower expectations. Rather, over the past 20 years, academic staff have been exhorted to do more with less to ensure access and high quality programming. Our institutions have evolved to suit this situation, becoming more like cor-

See YORK Page A6 ➔

LE MOT DE LA PRÉSIDENTE

Le conflit à York : un appel pressant à la solidarité universitaire

Par PENNI STEWART

LE gouvernement de l'Ontario a eu recours à une loi spéciale pour forcer le retour au travail des grévistes de l'Université York et mettre ainsi fin au plus long conflit jamais vécu par des travailleuses et travailleurs d'université en 30 ans. En tant que membre du corps professoral de York, j'aurais du mal à passer sous silence les événements qui ont entouré la grève de 12 semaines, d'autant plus que les conditions qui ont entraîné ce conflit sont présentes dans d'autres établissements ou le seront bientôt.

Le coeur du conflit se situe autour d'un désaccord quant à la nature du travail académique et de l'élargissement de l'écart entre les membres du personnel académique à temps plein et les autres catégories de travailleurs d'université. Les professeurs à contrat, chargés de cours et auxiliaires de recherche et d'enseignement, représentés par la section locale 3903 du Syndicat canadien de la fonction publique (SCFP), ont débrayé le 6 novembre dernier. Les professeurs à contrat, dont bon nombre enseignent à York depuis plus de dix ans, revendiquent notamment la sécurité d'emploi.

Plus de la moitié des cours dispensés à York le sont par des chargés de cours et des assistants contractuels, et une situation semblable se présente partout ailleurs au pays. Certains membres du SCFP donnent un seul cours à York, mais un grand nombre donnent deux cours ou plus chaque année ou enseignent même dans plus d'un établissement.

De façon générale, ces effectifs touchent une rémunération peu élevée par rapport à celle de leurs collègues à temps plein, ils ont très peu de chances de participer à la gouvernance collégiale et à des travaux de recherche, ils ne peuvent bénéficier qu'en très peu d'occasions de fonds de déplacement pour assister à des congrès, et ils disposent de bureaux insuffisants. Mais ce qu'ils trouvent particulièrement irritant, c'est de devoir repostuler année après année pour le même emploi.

La montée phénoménale de la précarisation du personnel enseignant résulte de deux tendances : le développement d'un réseau d'éducation postsecondaire de masse et le sous-financement. Depuis les années 1950, le réseau formé à l'origine d'un groupe restreint d'établissements, élitaires par-dessus tout, s'est transformé en un système généralisé qui dessert plus de la moitié des diplômés d'écoles secondaires. Le financement public n'a toutefois pas été suffisant pour maintenir la croissance du réseau et la haute qualité des programmes offerts.

Les établissements ont par conséquent été contraints de compter de plus en plus sur des sources de revenu privées, principalement des hausses de droits de scolarité, mais aussi des fonds de recherche et des fonds de dotation. Dans un tel contexte, une main-d'oeuvre bon marché et flexible qui peut répondre rapidement à la demande du marché, suivant la hausse ou la baisse des nombres d'inscriptions, devient un atout pour chaque établissement. Or cela se fait, bien entendu, au détriment de la sécurité d'emploi et d'un niveau raisonnable des salaires et des avantages sociaux.

Mais le sous-financement face à l'accroissement de la participation ne reflète certainement pas toute la réalité. La compression des dépenses n'a pas eu pour effet de diminuer les attentes. Ces vingt dernières années, les membres du personnel académique ont plutôt été forcés de faire plus avec moins afin d'assurer l'accès aux études postsecondaires et de mettre en place des programmes de haute qualité. Nos établissements ont dû évoluer pour s'adapter à cette situation, devenant en quelque sorte des entreprises et, par la même occasion,

Voir UN APPEL à la page A6 ➔

COMMENTARY

Lessons from Cambridge:
What Makes a Great University

By ROSS ANDERSON

JUST as fire regenerates a forest, so a great university regenerates human culture. We burn the rubbish, and create the space for new stuff to grow.

Vice-chancellors echo ministers' vision of the university as a research laboratory for local industry – just as they assured government in the 16th century that they were fighting heresy, and in the 19th that they were building empire.

But as the University of Cambridge celebrates its octocentenary, we should celebrate a deeper truth. Cambridge has been successful as a focus of dissent; we've had the biggest impact because we have long been the hottest flame-thrower.

The ground we cleared made us the cradle of evangelical Christianity in the 16th century, of science in the 17th, of atheism in the 19th and of the emerging sciences of information since.

Rebellion has been in Cambridge's DNA from the start. We were founded by scholars fleeing persecution at Oxford. As the Renaissance got going, Cambridge was one of the first to embrace the Classics, or "humane letters." Because we were a self-governing community of scholars, the reformers only had to convince colleagues.

During the Reformation, Cambridge had scholars on both sides of the barricades. One of the most influential was Erasmus, who "laid the egg that Luther hatched" by undermining the Vatican's authority. When Henry VIII needed a theologian to justify rebellion against the Pope, he turned to Cambridge and Edward Foxe, the provost of King's College. Foxe was soon eclipsed by his colleague Thomas Cranmer, who became the first Protestant Archbishop of Canterbury.

Puritanism got traction as an internal Cambridge rebellion against statutes imposed by Queen Elizabeth I in 1570, which gave college masters power over academics with the aim of curtailing heresy. Wishful thinking! Our Puritan tradition drove not just the Civil War, but also the settlement of America – key Pilgrim leaders were Cambridge men.

The Restoration saw science blossom. Within a decade of Oliver Cromwell's death, Isaac Newton discovered the laws of motion and gravity, and the calculus. This trashed the medieval notion of a God micromanaging the world. By 1703, Edmond Halley became a professor at Oxford despite being an atheist. The 18th century Enlightenment flourished in the space all this created.

In the 19th century, many Cambridge scientists extended the idea of the world as mechanism. Charles Darwin was the greatest iconoclast. By explaining how organisms evolve by random variation and natural selection over time, he shredded the notion of humans being qualitatively different from other animals.

The early 20th century continued this tradition of disruptive scientific innovation, with John Cockroft and Ernest Walton splitting the atom. It also saw disruptive work in the humanities from the likes of John Maynard Keynes and E. M. Forster, and Ludwig Wittgenstein and Bertrand Russell (jailed for opposing the First World War). Pioneers such as Alan Turing and Maurice Wilkes made *the computer a reality; James Wat*son and Francis Crick decoded DNA's structure. Bioinformatics is now a strong point – about a third of the Human Genome Project was done at Cambridge.

Our effect on belief systems, from Reformation to atheism, has been profound: if Richard Dawkins is the Devil's chaplain, Cambridge is the Devil's flame-thrower. At the practical level, our talent for creative destruction has led to huge advances in liberty and prosperity.

So how can academia drive and support the next eight centuries of progress? The critical factors are self-government and intellectual freedom. The two are deeply linked, and are both under pressure from bossy governments and centralising university bureaucrats.

The Government would like to see Cambridge (and Oxford) controlled by boards of "external" worthies chasing Treasury targets. Why? Every pound spent on research at Cambridge over the past 800 years has been repaid a hundredfold to following generations. Fencing in the golden goose is not the way to optimise egg production. The academic goose needs to be free range.

So my suggestion is this. Let's make the Oxbridge model universal and encourage every university to have a majority on its governing body elected by university staff from among our number. David Cameron, Nick Clegg, what say you? ■

Ross Anderson is professor of security engineering and an elected member of Council, University of Cambridge. Web: www.Ross-Anderson.com

This article first appeared in the 5 February 2009 edition of Times Higher Education. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "*Academe* citation" refers to AAUP's *Academe* volume in which a report about the institution appears. ■

AAUP List of Censured Administrations

INSTITUTION NAME	*ACADEME* CITATION	YEAR
Grove City College *PENNSYLVANIA*	March 1963(15-24)	1963
Frank Phillips College *TEXAS*	December 1968(433-38)	1969
Concordia Seminary *MISSOURI*	April 1975(49-59)	1975
Murray State University *KENTUCKY*	December 1975(322-28)	1976
State University of New York	August 1977(237-60)	1978
Phillips Community College of the University of Arkansas	May 1978(93-98)	1978
Nichols College *MASSACHUSETTS*	May 1980(207-12)	1980
Yeshiva University *NEW YORK*	August 1981(186-95)	1982
American International College *MASSACHUSETTS*	May-June 1983(42-46)	1983
Metropolitan Community Colleges *MISSOURI*	March-April 1984(23a-32a)	1984
Talladega College *ALABAMA*	May-June 1986(6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987(33-38)	1987
Husson College *MAINE*	May-June 1987(45-50)	1987
Hillsdale College *MICHIGAN*	May-June 1988(29-33)	1988
Southeastern Baptist Theological Seminary *NORTH CAROLINA*	May-June 1989(35-45)	1989
The Catholic University of America *DISTRICT OF COLUMBIA*	September-October 1989(27-40)	1990
Dean College *MASSACHUSETTS*	May-June 1991(27-32)	1992
Baltimore City Community College *MARYLAND*	May-June 1992(37-41)	1992
Loma Linda University *CALIFORNIA*	May-June 1992(42-49)	1992
Clarkson College *NEBRASKA*	May-June 1993(46-53)	1993
North Greenville College *SOUTH CAROLINA*	May-June 1993(54-64)	1993
Savannah College of Art and Design *GEORGIA*	May-June 1993(65-70)	1993
University of Bridgeport *CONNECTICUT*	November-December 1993(37-45)	1994
Benedict College *SOUTH CAROLINA*	May-June 1994(37-46)	1994
	January-February 2005(51-54)	2005
Bennington College *VERMONT*	March-April 1995(91-103)	1995
	January-February 1998(70-75)	1998
Alaska Pacific University	May-June 1995(32-39)	1995
St. Bonaventure University *NEW YORK*	July-August 1995(65-73)	1996
National Park Community College *ARKANSAS*	May-June 1996(41-46)	1996
Saint Meinrad School of Theology *INDIANA*	July-August 1996(51-60)	1997
Minneapolis College of Art and Design *MINNESOTA*	May-June 1997(53-58)	1997
Brigham Young University *UTAH*	September-October 1997(52-71)	1998
University of the District of Columbia	May-June 1998(46-55)	1998
Lawrence Technological University *MICHIGAN*	May-June 1998(56-62)	1998
Johnson and Wales *RHODE ISLAND*	May-June 1999(46-50)	1999
Albertus Magnus College *CONNECTICUT*	January-February 2000(54-63)	2000
Charleston Southern University *SOUTH CAROLINA*	January-February 2001(63-77)	2001
University of Dubuque *IOWA*	September-October 2001(62-73)	2002
Virginia State University	May-June 2005(47-62)	2005
University of the Cumberlands *KENTUCKY*	March-April 2005(99-113)	2005
Meharry Medical College *TENNESSEE*	November-December 2004(56-78)	2005
Our Lady of Holy Cross College *LOUISIANA*	January-February 2007(60-68)	2007
Bastyr University *WASHINGTON*	March-April 2007(106-120)	2007
University of New Orleans *LOUISIANA*	May-June 2007(74-80)	2007
Loyola University New Orleans *LOUISIANA*	May-June 2007(88-100)	2007
Tulane University *LOUISIANA*	May-June 2007(101-108)	2007
University of New Haven *CONNECTICUT*	May-June 2008(44-56)	2008

CAUT Presses Government on Budget Research Shortfall

→ From PAGE A1

cine and a recipient of a CIHR team grant, says researchers can't afford to lose these programs.

"These are very important programs because it allows groups of investigators to come together to address a common question," he said in an interview with the Globe and Mail.

Others have warned that the absence of any new commitments means funding is about to run out for a range of facilities and agencies, including the Polar Environmental Atmospheric Research Lab and the Canadian Foundation for Climate and Atmospheric Sciences. No new funding for Genome Canada, the agency that supports large-scale science, means some scientists could run out of money by the end of this year.

"I think we're seeing very clearly that the government just doesn't understand the value of basic research," CAUT's Turk says. "I'm afraid we're in real danger of losing many of our researchers, particularly when you have the Obama administration set to pump $18 billion into research in the United States."

Turk says it's vital that Canada take action to close the research funding gap with the U.S. by providing, on a proportional basis, a boost to the granting councils equivalent to that being provided to the National Science Foundation and the National Institutes of Health.

"That would translate into an additional $1 billion over the next two to three years," he noted.

For many in the scientific community, it's not just inadequate funding for basic research that's the problem. It's also that the Conservatives are increasingly stipulating which research gets funded.

The 2009 budget, Turk points out, provides $87.5 million for new Canada Graduate Scholarships over the next three years, but specifies that "scholarships granted by the Social Sciences and Humanities Research Council will be focused on business-related degrees." The budget also stipulates that the bulk of infrastructure money given to the Canada Foundation for Innovation is for future priority projects identified by the Minister of Industry (albeit in "consultation" with the foundation). And, instead of allowing the peer-review process to determine which research centres are funded, the budget allocates $50 million to the Institute for Quantum Computing in Waterloo for a new research facility "that will contribute to achieving the goals of the Government's science and technology strategy."

"We run the real risk of steering science into the abyss and of politicizing science when governments start micromanaging research," warns Turk. "Decisions about the merits of scientific research are best left to scientists, not governments or politicians."

In a open letter to Prime Minister Stephen Harper issued in February, CAUT called on the government to "ensure that programs and scholarships funded by the granting agencies are not restricted to specific fields and are judged on the basis of merit by the scientific community," and that "infrastructure projects funding provided through the CFI or through the university and college infrastructure initiative are similarly judged on the basis of their scientific merit by the research community."

In late February, CAUT met with Gary Goodyear, Minister of State for Science and Technology, hoping to raise these concerns directly with the government.

But the meeting turned sour almost from the beginning, according to CAUT associate executive director David Robinson.

"From the very start, the minister was combative and unwilling to listen," said Robinson. "It was one of the most unprofessional encounters I've had in my 15 years of dealing with government."

He said Goodyear and his policy advisor were uninterested in discussing the issues or in answering questions, and instead accused CAUT of lying about the measures in the budget.

"I asked the minister to point out any mistakes or errors in what we said, but instead he simply kept accusing us of misleading the research community," Robinson said. "Then his policy advisor told us to shut up, and then he and the minister stormed out of the room warning that we've burned all our bridges with them."

Robinson adds that he's not so much worried about how he and colleague Michael Conlon were treated during the meeting, as he is about what it signals about the government's attitude toward the scientific research community.

"Telling a major constituency group to shut up and that you're not interested in their opinions is not just bad manners, it's bad politics too. ■

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NEWS ACTUALITÉS

Ogden Case Settled, CAUT Ends Inquiry

CAUT's inquiry in the case of criminologist Russel Ogden of Kwantlen Polytechnic University came to an end in January when a mutually agreeable settlement was reached by Ogden, the university and the Kwantlen faculty association.

CAUT set up a special committee of inquiry last June after the university notified Ogden that he was to stop his research on suicide and assisted suicide, even though the research had been approved by Kwantlen's research ethics board. Ogden was told not to engage "in any illegal activity, including attending at an assisted death." Ogden disputed the claim that his research involved illegal conduct.

Among other things, the settlement allows Ogden to undertake the research originally approved by the university's research ethics board in 2005.

"As you might imagine, we are always delighted when the parties reach a settlement that resolves a problem that led CAUT to create an investigatory committee," said CAUT executive director James Turk.

– PHOTO: ERLING CHRISTENSEN –

Russel Ogden now allowed to continue the research originally approved by Kwantlen's research ethics board.

He said that while CAUT has concluded its inquiry, "Ogden's case raised the larger issue of the relationship between academic freedom and the law," adding that CAUT is establishing an advisory group to explore that issue and provide advice that will inform CAUT policy on academic freedom. ■

L'ACPPU presse Ottawa de rétablir les compressions budgétaires dans les programmes de recherche

→ Suite de la PAGE A1

du Programme d'appui aux professeurs universitaires, du Programme de renforcement de la capacité de recherche, du Programme de subventions d'occasions spéciales de recherche et du Programme de mobilisation de la propriété intellectuelle. De plus, le CRSNG limite maintenant à un an ses bourses d'études supérieures et resserre les restrictions applicables aux projets financés dans le cadre du Programme d'appui aux ressources majeures.

De leur côté, les Instituts de recherche en santé du Canada (IRSC) sont sur la voie de mettre fin à leur Programme de mobilisation de la propriété intellectuelle et au Programme de subventions d'équipe offertes dans le cadre d'un concours ouvert.

Selon Gordon Keller, directeur du McEwen Centre for Regenerative Medicine à l'Université de Toronto et bénéficiaire d'une subvention d'équipe des IRSC, les chercheurs ont absolument besoin de l'aide accordée par ces programmes. « Ils sont très importants parce qu'ils permettent à des groupes de chercheurs d'étudier collectivement une question d'intérêt commun », a-t-il indiqué lors d'une entrevue accordée au *Globe and Mail*.

D'autres observateurs prévoient que l'absence de nouveaux engagements de fonds annonce la fin imminente du financement de divers organismes et installations, dont le Laboratoire de recherche atmosphérique de l'environnement polaire et la Fondation canadienne pour les sciences du climat et de l'atmosphère. La décision de ne pas accorder de fonds supplémentaires à Génome Canada, l'organisme qui finance des projets de recherche scientifique de grande envergure, pourrait faire en sorte qu'un certain nombre de scientifiques seront à court de ressources financières d'ici la fin de l'année.

« Il apparaît très évident que le gouvernement ne comprend tout simplement pas la valeur de la recherche fondamentale », remarque M. Turk. « J'ai bien peur que nous soyons sur le point d'assister à un exode de nos chercheurs, surtout lorsque l'on constate que le gouvernement Obama s'apprête à injecter 18 milliards de dollars dans la recherche aux États-Unis. »

Il est crucial, estime M. Turk, que le Canada comble l'écart de financement de la recherche qui le sépare des États-Unis en augmentant les fonds de recherche accordés aux conseils subventionnaires canadiens dans une proportion équivalente à ceux qui sont octroyés aux organismes américains, les National Institutes of Health et la National Science Foundation.

« Une telle mesure ajouterait un milliard de dollars aux budgets des trois conseils dans les deux à trois années à venir », note-t-il.

Sur la voie de l'abîme

Pour beaucoup de scientifiques, le problème ne réside pas uniquement dans l'insuffisance des fonds affectés à la recherche fondamentale. Il tient également au fait que les conservateurs cherchent de plus en plus à dicter les priorités de recherche.

Le budget de 2009, signale M. Turk, affecte 87,5 millions de dollars à de nouvelles bourses d'études supérieures du Canada pour les trois prochaines années, mais précise que « les bourses d'études accordées par le Conseil de recherches en sciences humaines du Canada cibleront les diplômes liés aux affaires ». Le budget prévoit également que la majeure partie des fonds d'infrastructure alloués à la Fondation canadienne pour l'innovation (FCI) doit être attribuée aux futurs projets prioritaires désignés par le ministre de l'Industrie (bien que celui-ci doive « consulter » la Fondation à cet égard). Et au lieu que le processus d'examen par les pairs détermine les centres de recherche à subventionner, le budget impartit 50 millions de dollars à l'Institute for Quantum Computing de Waterloo pour qu'il ouvre une installation de recherche « qui contribuera à la réalisation des objectifs visés par la stratégie du gouvernement en matière de science et de technologie ».

« Il existe un réel danger de politiser la science et de l'acheminer sur la voie de l'abîme lorsque l'État commence à s'ingérer dans les détails de la gestion de la recherche », met en garde M. Turk. « Il vaut mieux laisser les scientifiques, et non les gouvernements ou les personnes politiques, juger du bien-fondé de la recherche scientifique. »

Dans une lettre ouverte adressée au premier ministre Stephen Harper en février, l'ACPPU a demandé au gouvernement de « faire en sorte que les programmes financés et les bourses accordées par les organismes subventionnaires ne soient pas limités à des domaines précis et que l'évaluation des candidatures soit faite par la communauté scientifique », et de « veiller à ce que les projets d'infrastructure financés par l'intermédiaire de la FCI ou de l'initiative de soutien de l'infrastructure universitaire et collégiale soient jugés également en fonction de leur intérêt scientifique par le milieu de la recherche ».

Le gouvernement est sourd à nos préoccupations

À la fin de février, l'ACPPU a pris part à une réunion avec le ministre d'État aux Sciences et à la Technologie, Gary Goodyear, dans l'espoir de porter ces préoccupations directement auprès du gouvernement.

Mais la rencontre a malheureusement pris un mauvais tournant presque dès le début, a confié le directeur général associé de l'ACPPU, David Robinson.

« D'entrée de jeu, le ministre s'est montré combatif et sourd à nos préoccupations. De toutes les rencontres auxquelles j'ai assistées avec des représentants du gouvernement en 15 ans, ce fut l'une des plus dénuées de professionnalisme. »

Le ministre Goodyear et son conseiller en politiques ne voulaient d'aucune manière discuter du dossier et répondre aux questions qui leur étaient posées, préférant accuser l'ACPPU de mentir au sujet des mesures énoncées dans le budget.

« J'ai demandé au ministre de nous indiquer les fautes ou les erreurs que nous avions pu commettre dans nos déclarations, mais il a tout simplement continué à nous accuser d'induire le milieu de la recherche en erreur », a rapporté M. Robinson. « Son conseiller nous a ensuite dit de nous la fermer, et les deux sont sortis de la pièce comme un ouragan en nous avertissant que nous avions brûlé tous les ponts avec eux. »

Ce qui inquiète avant tout M. Robinson, ce n'est pas tant la façon dont son collègue Michael Conlon et lui ont été traités au cours la réunion que la question de savoir si un tel accueil est révélateur de l'attitude du gouvernement envers la communauté scientifique.

« Dire aux représentants d'un important groupe d'électeurs de se la fermer et leur déclarer que leurs opinions ne les intéressent pas s'assimilent non seulement à de mauvaises manières, mais aussi à une mauvaise politique. » ■

3-Year Deal Ratified at Wilfrid Laurier

FULL-TIME academic staff at Wilfrid Laurier University ratified a new three-year agreement last month.

The contract, affecting 500 faculty and professional librarians at Laurier's Waterloo and Brantford campuses, includes an Ontario wage-parity adjustment of $1,800 and a salary increase of 7 per cent over three years. Improvements were also made to terms and conditions of bargaining unit work resulting in a four course faculty workload.

The new agreement followed a bargaining unit motion for a strike vote and three days of conciliation in early February. Academic staff had been without a contract since last June and the faculty association had anticipated a settlement before the end of the fall term.

"These were difficult negotiations under difficult circumstances," said Judy Bates, president of the WLU Faculty Association. "Our members welcome an improvement in workload and acknowledge the effort of both negotiating teams to arrive at a satisfactory settlement."

The collective agreement has also been ratified by Laurier's board of governors. ■

Nominations for CAUT Executive Committee

TEN candidates have been nominated for position vacancies on CAUT's executive committee. Elections will take place April 23–26 in Ottawa during CAUT's council meeting. ■

Nominees
Candidatures

CAUT Executive Committee
Comité de direction de l'ACPPU

President/Présidence
Penni Stewart (York)

Vice-President/Vice-présidence
Wayne Peters (PEI)

Members-at-large
Membres ordinaires
Cindy Oliver (FPSE)
Shelley Reuter (Concordia)
Anver Saloojee (Ryerson)
Bill Schipper (Memorial)
Yaroslav Senyshyn (Simon Fraser)
Mikael Swayze (Toronto-CUPE3902)

Committee Chairs
Président(e)s des comités

AF&T/LAPE
Vic Catano (Saint Mary's)

Women's/Femmes
Paddy Musson (OPSEU-Fanshawe)

Candidatures au Comité de direction

DIX personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu à Ottawa du 23 au 26 avril lors de l'assemblée du Conseil de l'ACPPU. ■

L'ACPPU dénonce le projet de loi conservateur sur l'équité salariale

Le mois dernier, l'ACPPU a lancé un appel aux chefs des partis de l'opposition pour qu'ils s'opposent farouchement aux tentatives des conservateurs d'imposer une nouvelle loi sur l'équité salariale qui empêcherait pratiquement les femmes dans le secteur public fédéral et leurs syndicats de réclamer l'égalité de rémunération pour un travail de valeur égale.

La *Loi sur l'équité dans la rémunération du secteur public*, qui est intégrée dans le projet de loi C-10 d'exécution du budget récemment déposé à la Chambre des communes, fait fi des recommandations émises en 2004 par le Groupe de travail fédéral sur l'équité salariale et expose aux forces du marché le droit fondamental que constitue l'équité salariale.

Selon la présidente de l'ACPPU, Penni Stewart, les dispositions de la *Loi sur l'équité dans la rémunération du secteur public* fragilisent sérieusement les droits des femmes et sont moralement préjudiciables pour la société canadienne moderne.

« L'adoption du projet de loi C-10 dans lequel est enchâssé ce concept inacceptable d'égalité de rémunération permettrait effectivement de maintenir la discrimination salariale systémique fondée sur le sexe et la disparité salariale à l'égard des employées fédérales », a expliqué Mme Stewart aux chefs des partis de l'opposition dans la lettre qu'elle leur a adressée le 19 février. « Appuyer le projet de loi C-10, c'est se prononcer en faveur d'une mesure fédérale qui tire avantage de la discrimination contre les femmes travaillant dans le secteur public fédéral. »

Non seulement les procédures établies dans la loi pour tenter d'obtenir l'égalité de rémunération éliminent-elles les droits existants, mais elles forcent aussi les femmes à présenter les plaintes en matière d'équité salariale à titre individuel si elles jugent que leur rémunération n'est pas « équitable ». Les syndicats qui aideraient leurs membres à déposer une plainte seraient passibles d'une amende de 50 000 $.

« Les femmes devraient ainsi se battre seules contre leurs employeurs et leurs immenses ressources, ce qui est à l'évidence une lutte largement inégale », commente Mme Stewart.

L'Alliance de la Fonction publique du Canada, qui se trouve depuis longtemps sur la ligne de front dans le combat pour l'équité salariale au Canada, estime que la nouvelle loi sape ce droit fondamental en en faisant une question de rémunération qui devrait être marchandée à la table de négociation.

D'autre part, la nouvelle loi restreint l'accès à l'« égalité de rémunération » aux catégories d'emplois à prédominance féminine qui devraient dorénavant compter 70 % de femmes et elle redéfinit les critères d'évaluation des pratiques de rémunération de la fonction publique fédérale pour les groupes d'emplois à prédominance féminine en les laissant à la merci des forces du marché, renforçant ainsi la discrimination fondée sur le sexe au lieu de l'éliminer.

« Le gouvernement fédéral manque, dans son budget, à bon nombre de ses obligations envers les femmes et, en refusant à ses employées l'égalité de rémunération pour un travail de valeur égale, il donne sa caution aux inégalités économiques », constate Mme Stewart. ■

English on page A9.

Les collèges bloquent le dépouillement des votes

Le personnel enseignant à temps partiel et de session des collèges communautaires de l'Ontario devra attendre des semaines avant de connaître le résultat du scrutin d'accréditation syndicale en raison des objections soulevées par l'employeur à propos de l'admissibilité au vote.

Le débat déclenché par le conseil d'administration des collèges sur la question de savoir qui avait droit de participer au récent scrutin tenu sur trois semaines auprès des enseignants à temps partiel empêchera le dépouillement des votes jusqu'à ce que la Commission des relations de travail de l'Ontario entende le litige le 31 mars.

Selon Roger Couvrette, président de l'Organisation des employés à temps partiel et de session des collèges d'arts appliqués et de technologie, plus de 3 500 personnes ont voté dans les 24 collèges communautaires de la province entre le 19 janvier et le 5 février afin de déterminer si elles souhaitaient adhérer au Syndicat des employés de la fonction publique de l'Ontario.

« Les collèges mènent une lutte ouverte contre notre campagne de syndicalisation depuis le tout début, et l'obstruction actuelle n'est que l'exemple le plus récent des nombreuses manoeuvres auxquelles nous nous sommes heurtés », a souligné M. Couvrette. « Ils ne veulent pas que les votes soient comptés. Si ce n'était des objections juridiques soulevées par les avocats des collèges, la commission dépouillerait les votes à l'instant même. »

Jusqu'en octobre dernier, la loi ontarienne interdisait aux employés à temps partiel et de session des collèges d'adhérer à un syndicat.

« Ces personnes ont attendu des années pour avoir finalement le droit de se syndiquer », a ajouté M. Couvrette. « Nous demandons aux collèges de renoncer à leur objection d'ouvrir les boîtes de scrutin et de laisser la démocratie s'exprimer. » ■

English on page A7.

York Demonstrates Need for Solidarity

From PAGE A3

porations, and in the process transforming relations between teachers and students.

York students organizing a lawsuit on Facebook have this to say about their education: "York University takes our money in exchange for providing a service, namely our education, and then fails to complete the transaction by allowing third parties to hijack our education."

Especially in the last decade, the effects of expanding demand have been exacerbated by governments' growing emphasis on research and dramatically increased and more conscious competition for research funding between institutions, coupled with what seems like increasing inequality.

Caught in the middle and disadvantaged in this competition are the "new" universities in the big centres, established or dramatically expanded from the late 1950s to cope with the aspirations of baby-boomers – Carleton, Concordia, UQAM, Simon Fraser and York – each focused on the humanities and social science and in most cases without the financial and prestige benefit of engineering, law and medical schools, which were monopolized by elite institutions in the same city. These became natural sites for the conflict that has riven York.

At York, the employer has proposed to solve the issue of job security with the creation of a "teaching intensive stream." Academic staff in this stream would be paid less than their full-time colleagues, have fewer benefits, no sabbaticals and would teach more. They would not be expected to participate in collegial governance nor carry out research. The cost of job security would be the creation of a permanent two-tier workforce where the privileged minority will create and mobilize knowledge, but leave the responsibility for the bulk of the undergraduate and college teaching to a large "casualized" group of academics who have no formal access to research opportunities.

In the face of employers who will divide us, full-time academic staff must join their contract colleagues in the demand for well-paid, secure, tenured jobs. CAUT members have adopted a policy that every academic job, whether part or full-time, should include teaching, research and service. CAUT's position is that unions should bargain "pro rata" appointments – a part-time appointment that is equivalent to some percentage of a full-time appointment.

In a recent bargaining advisory CAUT argues that "the creation of positions that do not involve a range of academic activities in the pursuit of knowledge and its dissemination and application, undermines the mission of a post-secondary institution, which must remain committed to critical enquiry and learning." It is a simple matter of fairness. ■

Un appel pressant à la solidarité universitaire

Suite de la PAGE A3

transformant les rapports entre professeurs et étudiants.

Dans une poursuite qu'ils ont intentée sur Facebook, des étudiants de York tiennent le raisonnement suivant au sujet de leur éducation : « L'Université York prend notre argent en échange d'un service, c'est-à-dire notre éducation, puis ne mène pas la transaction à terme en permettant à des tiers de prendre notre éducation en otage. »

Au cours de la dernière décennie tout particulièrement, les effets de la demande croissante ont été exacerbés par l'importance de plus en plus marquée que les gouvernements accordent à la recherche, par la concurrence considérablement plus serrée et plus rêlêchie que se livrent les établissements d'enseignement pour obtenir des fonds de recherche, et par ce qui semble être un rapport de forces de plus en plus déséquilibré.

Prises au milieu et placées nettement en position de désavantage se trouvent les « nouvelles » universités des grands centres, qui ont été établies ou qui ont connu une forte expansion depuis la fin des années 1950 de sorte à répondre aux aspirations des baby-boomers. Carleton, Concordia, l'UQAM, Simon Fraser et York sont toutes des universités orientées vers les sciences humaines, et la plupart d'entre elles sont dépourvues des avantages financiers et du prestige des facultés de génie, de droit et de médecine, que monopolisent les institutions élitaires situées dans les mêmes villes. Un tel environnement réunit tous les èlèments propices au conflit qui a déchiré l'Université York.

L'employeur de cet établissement a proposé de règler la question de la sécurité d'emploi par la création d'un « bassin d'employés affectés principalement à l'enseignement » qui seraient moins rémunérés que leurs collègues à temps plein, qui bénéficieraient de moins d'avantages sociaux, qui n'auraient pas droit aux congés sabbatiques et qui assumeraient une charge d'enseignement plus importante. Ces employés ne seraient pas appelés à participer à la gouvernance collégiale ni à faire des recherches. Le coût de la sécurité d'emploi serait absorbé par la création d'une main-d'oeuvre permanente à deux niveaux, où la minorité privilégiée produirait et mobiliserait le savoir tout en laissant la responsabilité de la plus grande partie de l'enseignement dispensé au premier cycle et au niveau collégial à un large groupe de membres « précaires » du personnel académique qui n'ont pas officiellement la possibilité de réaliser des projets de recherche.

Face aux employeurs qui cherchent à nous diviser, les professeurs à temps partiel doivent appuyer leurs collègues contractuels dans leur revendication pour des postes permanents, stables et bien rémunérés. L'ACPPU a adopté un énoncé de principes en vertu duquel le travail de tous les membres du personnel académique, à temps partiel comme à temps plein, devrait comporter des activités d'enseignement, de recherche et de service. L'ACPPU est d'avis que les syndicats devraient négocier des « postes à rémunération proportionnelle », c'est-à-dire des postes à temps partiel qui sont équivalents en pourcentage à des postes à temps plein.

Dans un récent numéro de *L'Actualité en négociation*, l'ACPPU affirme que « la création de postes auxquels n'est pas rattaché un éventail d'activités académiques tendant à la quête et à la diffusion du savoir ainsi qu'à l'application de ces connaissances mine la mission même des établissements postsecondaires, qui tient impérativement à l'enquête et à la recherche critiques ». C'est une question de simple justice. ■

Guide de l'impôt gratuit de l'ACPPU

Les budgets fédéraux déposés par le gouvernement conservateur le 26 février 2008 et le 27 janvier 2009 ont considérablement modifié l'impôt sur le revenu. Certaines des propositions présentées dans le premier de ces deux budgets ont reçu force de loi et d'autres sont en voie d'être édictées.

Quant aux mesures annoncées dans le budget de 2009, certaines d'entre elles figurent dans la loi d'exécution du budget qui a été déposée à la Chambre des communes le 6 février. Parmi les principaux changements proposés, mentionnons l'augmentation de l'exemption personnelle de base des particuliers, et la hausse des limites supérieures des deux fourchettes d'imposition les plus basses, de 7,5 % par rapport à leur niveau de 2008; une hausse de 1 000 $ du crédit en raison de l'âge; l'augmentation à 25 000 $ du montant maximal que les acheteurs d'une habitation peuvent retirer d'un REER sans avoir à payer d'impôt aux termes du Régime d'accession à la propriété; la prolongation de tous les droits à prestations d'assurance-emploi régulières de cinq semaines pendant deux ans, ainsi que la prolongation de la durée maximale des prestations de 45 à 50 semaines; le gel du taux de cotisation d'assurance-emploi à 1,73 $ par tranche de 100 $ pour 2010. Les dispositions de mise en œuvre des autres mesures fiscales annoncées dans le budget de 2009, notamment le crédit d'impôt pour la rénovation domiciliaire, feront partie d'un projet de loi qui sera déposé plus tard cette année.

Les contribuables trouveront toute l'information utile pour remplir leur déclaration de revenus de 2008 dans le guide de l'impôt de l'ACPPU qu'ils pourront se procure gratuitement à www.acppu.ca/pages.asp?page=226 ou bien en appelant le 613-820-2270. ■

English on page A7.

NEWS ACTUALITÉS

LETTERS

Salary conclusions clearly tentative

I am surprised you featured the results from the Boston College study so prominently in the *Bulletin* ("Entry-Level Salaries Highest in Canada," December 2008). The study authors take great pains to say their work is exploratory and there are limitations and caveats to their conclusions other than those mentioned at the end of the article.

In addition to those set out by the authors, there are serious problems with the use of simple (rather than weighted) averages, use of preliminary data for Canadian faculty salaries that had just slightly more than half of the Canadian institutions reporting, and potential problems with adjustments for the nine-month academic year used in the United States.

All of these make their findings about relative salaries much more tentative and uncertain than what was expressed in the article.

Felice Martinello
Economics
Brock University

Ourselves to blame

We were surprised that Penni Stewart (President's Column, *Bulletin*, December 2008), having detailed the secrecy with which Canadian granting agencies are established and governed, implied this was by choice of government, past and present. On the contrary, we think we academics have ourselves to blame, for not insisting on democratic granting agencies, which, after all, we "run" through our non-elected positions on grant councils.

One way to achieve equality – which may be the key to actually funding basic research, unfettered by peer review – is by uniform distribution of research funds. With a 70 per cent Discovery Grant approval rate, the Natural Sciences and Engineering Research Council of Canada is leading the way worldwide towards what could readily become 100 per cent.* In such a funding environment, basic research should flourish.

Richard Gordon
Radiology
University of Manitoba

Bryan Poulin
Business Administration
Lakehead University

* Gordon, R. & B.J. Poulin (2009). Cost of the NSERC science grant peer review system exceeds the cost of giving every qualified researcher a baseline grant. Accountability in Research: Policies and Quality Assurance 16(1): 1–28.

TAX CORNER

Free CAUT Tax Guide Now Available

Filing Due Date: APRIL 30, 2009

THE Feb. 26, 2008 and Jan. 27, 2009 federal budgets tabled by the Conservative government introduced numerous income tax changes. Some of the announcements in the 2008 budget have been signed into law and others are still making their way through the parliamentary process.

Legislation to implement tax measures outlined in the 2009 budget, such as increasing the basic personal amount that Canadians can earn tax-free and the upper limits for the two lowest personal income tax brackets by 7.5 per cent above their 2008 amounts, increasing by $1,000 the amount on which the Age Credit is calculated, increasing to $25,000 the maximum amount eligible for withdrawal from a Registered Retirement Savings Plan under the Home Buyers' Plan, extending, for a two-year period, all regular Employment Insurance benefit entitlements by five extra weeks and increasing the maximum benefit duration to 50 weeks from 45 weeks, and maintaining the EI rate for 2010 at $1.73 per $100 of insurable earnings, was introduced in the House of Commons Feb. 6. Legislation to implement other tax measures set forth in Budget 2009, including the Home Renovation Tax Credit, will form part of a bill to be introduced later this year.

Taxpayers can get detailed information to assist with filing this year's return from CAUT's tax guide available free online at www.caut.ca/pages.asp?page=226, or a copy can be obtained by calling 613-820-2270. ■

Version française à la page A6.

ACADEMIC LIBRARIANS' DISTINGUISHED SERVICE AWARD

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CAUT
Canadian Association of University Teachers

Colleges Veto Vote Count

PHOTO: OPSEU

The VOTE YES campaign at Fleming College in January. Pictured are Candy Lindsay, vice-president of the Organization of Part-Time and Sessional Employees of the Colleges of Applied Arts and Technology (OPSECAAT); Dave Shaw, a part-time faculty member at Fleming; Gary Bonczac, president of Local 352 of the Ontario Public Service Employees Union; Barb Linds, retired OPSEU campaigns officer and lead hand for the vote in eastern Ontario; Audrey Healy, chief steward of Local 352 and Roger Couvrette, OPSECAAT president.

PART-TIME and sessional faculty at Ontario's community colleges won't know the result of their union certification vote for weeks, thanks to an objection from the colleges over voter eligibility.

A question from college management over who was eligible to take part in the recent three-week vote among part-time teachers is keeping the ballot boxes sealed until the Ontario Labour Relations Board hears the dispute March 31.

Roger Couvrette, president of the part-time college workers' association, said more than 3,500 people at the province's 24 community colleges voted Jan. 19–Feb. 5 to determine whether they would join the Ontario Public Service Employees Union.

"The colleges have been fighting against our organizing drive from the very start and this current example of stonewalling is only the most recent of many," he said. "They don't want the votes to be counted, and if it wasn't for the legal objections of college lawyers, the OLRB would be counting the votes right now."

Until last October, it was against the law for part-time and sessional college workers in Ontario to even join a union.

"The part-time and sessional college faculty have had to wait for years for the right to unionize," Couvrette said. "We are calling on college management to drop their objections to opening the ballot boxes and let democracy prevail." ■

Version française à la page A6.

OPSEU's Campaign for Bargaining Rights

OPSEU officially launched its campaign to win collective bargaining rights for part-time and sessional college employees at Ontario's community colleges in April 2005.

A lot has happened since then:

- Thousands of conversations with part-timers and sessionals
- A lobby campaign to change the Colleges Collective Bargaining Act to recognize bargaining rights for part-timers and sessionals
- A major ruling by the Supreme Court of Canada
- A union card-signing drive at all 24 colleges
- An application for certification for part-time faculty and support staff
- A new colleges bargaining law
- A second application for certification for part-time and sessional faculty
- A faculty representation vote

The union is continuing its card-signing drive for part-time support staff and hopes to apply for a certification vote for this group in the near future.

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COMMENTARY

Productivity in the Vale of Peers

→ From PAGE A2

that differed from their own in terms of basic principles. In other words, the peer system may engender a dangerous circularity or intellectual narrowness. Who watches the watchmen? Who guards the guardians?

More serious is the problem of "peerlessness" at the frontiers of knowledge. If the search for truth involves going boldly where no one has gone before, how can one expect a body of peers to exist at a place of radical innovation, a place where researchers are pioneering new approaches to a subject? It is not hard to see how the peer system can discourage this type of scholarship.

Moreover, just as it would be wrong to restrict those who do solid work in well-established areas – areas carefully protected by competent and honorable peers – it is equally wrong to restrict those whose work is directed to areas where a body of peers has not had the time to come into existence.

Another unstated presumption of the productivity-peer system is what might be termed the "equality of output expectation" with respect to productivity in the humanities and the sciences. While it would seem a principle of basic fairness that the quantity of humanities publications be comparable to that of the sciences, this ignores at least one fundamental difference in the way knowledge is structured within each of these spheres of knowledge.

To put it simply, when a set of disciplines is hierarchically structured, a piece of scholarship in one area has more of a possibility of affecting other areas than is the case when a set of disciplines has only loose connections with each other. Hence, productivity is more to be prized in the former than in the latter context of scholarly work.

Within the sciences a hierarchy of disciplines has long been in evidence. For example, new developments in mathematics may have a bearing on physics while those in physics may shed light on problems in chemistry. What might seem like the smallest discovery in the field of chemistry might have revolutionary implications for some biologist or even oncologist. Can one honestly say such strongly integrative relationships hold between studies such as philosophy, history and literature?

Of course, connections may and often do exist between scholarly output in the humanities fields, but without the structure that characterizes the sciences many of these links are harder to discern and, for their refinement, probably require a great investment in time. Given the imperatives of productivity, which emphasize quantitative output over qualitative insight, humanities scholarship may inexorably be driven to the creation of excessively narrow works of questionable significance – this because a level of productivity, which makes some sense in the sciences, is uncritically adopted by those who oversee the labor of humanities scholars.

I cannot help but wonder how many of my humanities colleagues are stymied in their attempts to create a work based on years of research and thought, a work that may make a true difference to more than just a few experts, a work of a lifetime. What stymies them? The artificial time constraints imposed on them by the productivity-peer system, which demands output in a timely manner.

Unless one plays the game of conference attendance, maximizing publication possibilities, and, of course, lucrative grant garnering, one's time is not being well spent. It is as if the productivity-peer system does not recognize the possibility that some scholars require years in a kind of retreat from the foregoing activities in order to produce the world-changing work. I am not dismissing those who can produce according to the rules of the current game. I am only advocating a greater measure of tolerance for those marching to the beat of a different drum.

So what is to be done? I suggest it is important to begin a university-faculty-department dialogue on the impact of the productivity-peer system on scholarship and scholars rather than let these issues fester in silence.

Second, for those who are moving in what I call a "peerless" direction, provision should be made to find alternative means of assessment. This might involve assessment committees taking the time to read works in progress and deciding on their merit apart from peer-mediated publication, which may lie in the future.

Third, administrators and scholars alike should overcome their fear of an encroaching forest of deadwood. The fear is based on the presumption that opening the doors of academia to forms of scholarship outside of the productivity-peer system would lead to a host of self-indulgent dilettantes taking advantage of the system and producing nothing of value.

Not only is such a view based on an unspoken contempt for those who have committed their lives to the search for truth, it also assumes that "deadwood" is a quality only attributable to scholars who have produced very little. It may also be attributable to those who have produced quite a lot. ■

Ronald Glasberg is a professor of communication and culture at the University of Calgary.

The views expressed are those of the author and not necessarily CAUT.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

COMMENTARY
CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime at duhaime@caut.ca.

TRIBUNE LIBRE
L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamants, calomnieteurs ou offensants envers des personnes ou des groupes. La rédaction ne communiquera avec les auteurs de commentaires que si elle décide de publier leurs articles. Les commentaires doivent être envoyés à Liza Duhaime (duhaime@caut.ca).

NEWS ACTUALITÉS

CAUT Calls Tory Plan for Pay Equity 'Discrimination'

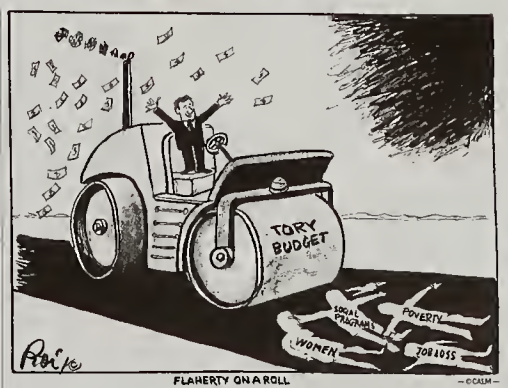
CAUT called on the leaders of the opposition parties last month to block attempts by the Conservatives to impose a new pay equity act that will make it almost impossible for women in the federal public sector and their unions to fight for, and win, equal pay for work of equal value.

The Public Sector Equitable Compensation Act, introduced as part of the recently tabled budgetary measures, ignores recommendations from a 2004 federal task force on pay equity, removes pay equity's status as a human right and opens it up to market forces.

CAUT president Penni Stewart said the pay equity issues in the PSCE Act have grave implications for women's rights and are morally offensive to modern Canadian society.

"Bill C-10, the Budget Implementation Act, and the introduction of 'equitable compensation' through the PSEC Act embedded in this legislation will effectively legislate and maintain systemic gender-based wage discrimination and wage inequity among federal employees," Stewart said in a letter delivered to the leaders Feb. 19. "To support Bill C-10 is to approve of a federal plan that profits from the discrimination against women working in the federal public sector."

Not only do the processes set out in the act for seeking equitable compensation eliminate existing rights, they effectively eliminate women's ability to pursue pay equity complaints by forcing them to file complaints as individuals if they believe their compensation is not "equitable." Unions will be fined $50,000 if they assist any woman to make a complaint.



FLAHERTY ON A ROLL —CCALM—

"This leaves women in the position of fighting alone against well-resourced employers, which is clearly a one-sided fight," Stewart said.

The Public Service Alliance of Canada, which has been at the forefront of the fight for pay equity in Canada, says the new legislation undermines pay equity by transforming it into a compensation issue to be negotiated between employers and unions.

The legislation also changes the definition of a female dominated group as one in which 70 per cent of the workers are women; only these groups can seek "equitable compensation," and also redefines the criteria used to evaluate the federal public service's compensation practices for female dominated job groups by comparing them with pay assigned to these jobs in the market – reinforcing sex-discrimination, not eliminating it.

"The government's budget fails women on many fronts, but to deny employees in the federal public sector equal pay for work of equal value is to endorse economic inequality," Stewart said. ■

Version française à la page A6.

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CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT *Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

The Canadian Association of University Teachers announces the

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Conditions :
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- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2008 ou avant.
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SECTION B

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A

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded end unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://sat.uwaterloo.ca/. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically. In addition, three referees should send letters directly to: The Director, c/o Heidi Campbell, heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **ANTHROPOLOGY — Wilfrid Laurier University.** The Department of Anthropology invites applications for a two-year limited-term appointment, commencing 1 July 2009, subject to budgetary approval. The appointment will be at the Assistant Professor rank. A PhD (or near completion) in Anthropology is required. The successful candidate will teach sections of AN101 Introduction to Sociocultural Anthropology in a large classroom setting. The department's new curriculum for the course uses Lavenda and Schultz "Core Concepts in Anthropology", 3rd edition. The future instructor will choose readings, including an ethnography, to complement this textbook, in consultation with the department. Please submit a 1–2 page cover letter, curriculum vitae, one recent sample publication, and a teaching dossier (e.g., evaluations, course outlines, examples of innovative pedagogy). Please arrange for three letters of reference to be sent by the due date; these may be sent as attachments to abrydon@wlu.ca. Applications must be delivered in hardcopy by noon on Friday 13 March 2009 to Dr. Anne Brydon, Chair, Department of Anthropology, Wilfrid Laurier University, Waterloo Ontario, N2L 3C5. Inquiries may be directed to abrydon@wlu.ca but electronic applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

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December 2008 decembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 29 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
April 2009 avril	March 04 mars 2009	March 26 mars 2009
May 2009 mai	April 01 avril 2009	April 30 avril 2009
June 2009 juin	May 06 mai 2009	May 28 mai 2009

Advertising Rates (Section B)

CAREER / JOB ADVERTISING
Display ads ..... $65 / column inch
Classified ads ..... $1.20 / word

SPECIAL CATEGORY AOVERTISING†
Classified ads ..... $0.50 / word
Add a picture/graphic ..... +$25
† Special category rates apply only to non-career advertising such as housing, call for papers, coursewaire, conferences & events.

OTHER CHARGES
4-colour (CMYK) ..... +$700
Preferred position (display ads) ..... +10%
Agency commission (print-ready display ads)†† 15%
†† 4-colour & position charges commissionable.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI
Grandes annonces ..... 65 $ / pouce-colonne
Annonces classées ..... 1,20 $ / mot

AUTRES DUE LES OFFRES D'EMPLOI†
Annonces classées ..... 0,50 $ / mot
Ajout d'une image ou d'un graphique ..... + 25 $
† Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, dridaticiels, conférences, évènements).

AUTRES FRAIS
Quadrichromie ..... +700 $
Emplacement privilégié (les grandes annonces) ..... +10 %
Commission d'agence (prêtes pour l'impression)†† ..... 15 %
†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél : (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU BULLETIN

B

■ **BIOMEDICAL ENGINEERING — McGill University.** The candidate should have a PhD in biomedical/biochemical sciences with postdoctoral experience within this field. Knowledge and experience of tissue engineering, a background in molecular imprinting and experience in layer-by-layer self-assembly are required. This position calls for a multi-tasked individual, having both a background in bio and polymer chemistry, and experience with a TEM, SEM, AFM and numerous analytical techniques. Hands on experience in cell culture and DNA hybridisation will also be required. The position will be renewed on a yearly basis and applications must be received by April 1st 2009. Letters of application should be companied by a CV, with the contact information of three references. McGill University is an equal opportunities employer and encourages applications from women, persons with disabilities and minority groups. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Professor Maryam Tabrizian, Department of Biomedical Engineering, 3775 University Street, Montreal, Quebec, Canada, H3A 2B4. Fax: (514) 398-7461. E-mail: Maryam.tabrizian@mcgill.ca.

■ **BUSINESS — University of Waterloo.** The Faculty of Mathematics invites applications for appointments at the rank of lecturer in any area of the Mathematical Sciences that is complementary to our undergraduate business programs. The Faculty has over 1400 students studying mathematics with applications to various areas of business. In particular, we have strong interest in finance, IT management, mathematical economics, accounting, business statistics and operations research. Applicants should possess a Master's degree or PhD in Mathematics, Statistics, Management Science, Computer Science, Operations Research, Finance, Business Administration or a related field. Candidates without a post-graduate degree but who have extensive industry experience will also be considered. Candidates should demonstrate the potential for outstanding teaching, industry involvement and a clear interest in undergraduate education. The effective date of appointment: July 1, 2009. Applications should be directed to Dr. Peter Wood, Director, Undergraduate Business and Accounting Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; (mail to: dean@math.uwaterloo.ca) by March 31, 2009. Application material should include a curriculum vitae and the names end eddresses of et least three references. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

C

■ **CIVIL ENGINEERING (APPLIED SUSTAINABILITY) — Queen's University.** The Department of Civil Engineering, Faculty of Applied Science, Queen's University invites applications for the Walter Light Scholar faculty position. This is a tenure-track faculty position at the rank of Assistant Professor, commencing July 1, 2009, subject to budgetary approval. The position will be focused on applied sustainability in one or more of the following disciplines. Environmental Engineering (with a focus on water and sustainable water resources), Structurel or Materials Engineering, Geotechnical Engineering, or Hydrotechnical Engineering. The successful candidate must hold a PhD (or be near completion) in Civil Engineering or a related field. Registration as a Professional Engineer, or eligibility to acquire registration in Canada, is an essential qualification. Outstanding candidates with an engineering research background and/or relevant industrial experience, in particular, are encouraged to apply. The Department of Civil Engineering at Queen's University currently has an enrolment of about 320 undergraduate students and over 100 graduate students. Current faculty conduct internationally recognized research in the areas of Structural Engineering, Geotechnical and Geoenvironmental Engineering, and Water Resources and the Environment. The Department actively involves industry partners in both research and teaching (see www.civil.queensu.ca for further details). The Department also houses two research centres: the Centre for Water and the Environment (www.cwe.queensu.ca) and the GeoEngineering Centre at Queen's-RMC (www.geoeng.ca). We seek a dynamic individual who is highly motivated, and will excel at both teaching and research. Our programs incorporate new approaches to engineering education, with emphasis on professional skills development

CAREERS CARRIÈRES

and personal contact with students. The successful candidate will develop a highly productive research program with strong industrial interactions, and will welcome collaboration with researchers in Civil Engineering, other related departments at Queen's, the Institute for Population and Public Health, and the Royal Military College of Canada. Administrative contributions through service to the Department, Faculty and University are expected. Applicants should submit their curriculum vitae, current e-mail addresses, copies of three recent publications, separate statement of research and teaching interests, and the names and mailing addresses of three referees to: Dr. Kent Novakowski, Chair, Appointments Committee, Department of Civil Engineering, Queen's University, Kingston, Ontario, Canada, K7L 3N6; Fax: 613-533-2128. Tel: 613-533-6417. E-mail: maxine@civil.queensu.ca. Review of applications will begin on March 1, 2009 and applications will continue to be accepted until the position is filled. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at www.qufa.ca.

■ **COMMUNICATION STUDIES — Wilfrid Laurier University.** The Department of Communication Studies invites applications for a tenure track position in Visual Studies at the rank of Assistant Professor beginning July 1, 2009. This position is subject to budgetary approval. Duties will include undergraduate and graduate teaching, research, and service. In addition to having an active research agenda in the field of visual studies, including scholarly publications, the qualified candidate will have experience teaching in the field. The successful candidate will be expected to teach one or more of the following courses: CS 251 Introduction to Visual Culture; CS 312 Image, Sound, Text; CS 351 Visual Communication and Culture; CS 650 Visual Communication and Culture in Theory and Practice; CS 655 Image, Sound, Text; CS 656 Theories of Visual Communication and Culture. The successful candidate will also be expected to develop new courses in visual studies at the undergraduate and graduate level. Applicants must have a completed PhD in Communication Studies or a cognate discipline by the time of the appointment. Applicants must submit a cover letter, curriculum vitae, a sample publication, a teaching dossier, and the names, addresses, telephone numbers and email addresses of three academic references by March 1, 2009 to Dr. Jonathan Finn, Acting Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. All qualified candidates are urged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty. Only those applicants selected for an interview will be contacted.

■ **COMPUTER SCIENCE (INFORMATION SYSTEMS) — University of Waterloo.** The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the areas of information systems. Candidates at all levels of experience are encouraged to apply. Preference will be given to those who focus on health informatics as an application area. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, contribute to a newly-created Master's program in health informatics, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Ahywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE (SOFTWARE ENGINEERING) — University of Waterloo.** The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cheriton School of Computer Science, in the area of software engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Ahywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curricu-

Industrial Research Chair

In Orthopaedic Biomedical Engineering

Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With more than 30,000 students, faculty, and staff, and over 90 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world.

The University of Manitoba is seeking applications or nominations for an NSERC Industrial Research Chair in Orthopaedic Biomedical Engineering. The home department is expected to be either the Department of Mechanical and Manufacturing Engineering or the Department of Biosystems Engineering, with the possibility of a cross-appointment in the Faculty of Medicine. Information on the NSERC Industrial Research Chair Program can be viewed at http://www.nserc.gc.ca.

Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They must have a strong commitment toward interdisciplinary research, a proven record of industrial collaboration, and the ability to attract excellent graduate students. A Ph.D. (or other appropriate degree qualifications) with several years experience in orthopaedic biomedical engineering is required. The appointment will be tenure-track or tenured at the rank of Associate Professor/Professor commensurate with qualifications and experience. Candidates will have limited teaching responsibilities during the term of the Chair.

The general research area of the proposed IRC will be orthopaedic biomedical engineering; with the primary hiring criterion being the candidate's proven excellence in this area. It is expected that the chairholder's research plans fit several of the existing areas of research expertise in the Departments of Mechanical and Manufacturing Engineering and Biosystems Engineering as well as the new Concordia Hip and Knee Institute. These research areas include: orthopaedic tribology of joint replacement implants; orthopaedic biomaterials and tissue testing; biomechanics; joint replacement medical device development, testing, and compliance; implant retrieval and failure analysis; joint replacement medical device technology; orthopaedic finite element analysis and modeling for medical devices and biomaterials. (Detailed information on research activities in the Faculty and the Institute can be found at: http://umanitoba.ca/faculties/engineering/ and http://www.concordiahospital.mb.ca/hipknee/index.html).

The new Concordia Hip and Knee Institute (CHKI) is the result of collaboration between the Concordia Joint Replacement Group, the Winnipeg Regional Health Authority, the Concordia Hospital, and the Concordia Foundation. This collaboration has laid the framework for a clinical, research, and education campus to exist in the northeast corner of Winnipeg. The CHKI is located in a new 3-storey building under construction directly east of the hospital campus.

Several other biomedical engineering research institutions and companies are located in Manitoba. These include the National Research Council of Canada's Institute for Biodiagnostics, the National Microbiology Laboratory, the Manitoba Institute of Cell Biology, Cangene, Apotex, the Food Development Centre, IMRIS, Monteris Medical Inc., Intelligent Hospital Systems Inc., Medicure, and Biovail. These, and others, provide a vibrant biomedical engineering research environment and an excellent opportunity for the chairholder to establish significant research collaborations.

The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 650,000. Winnipeg is a culturally diverse community and is known for its variety of summer and winter festivals. The city has all the facilities of a major centre, but with the atmosphere of a smaller, friendlier city. It provides a high quality of life at modest expense and offers access to some of the most beautiful lake country and recreational facilities in North America. The public education system is very good, and a wide variety of private schools are also available. Information on the City of Winnipeg can be found at www.city.winnipeg.mb.ca.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Women are particularly encouraged to apply or to be nominated. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Review of applications will begin on April 1, 2009 and will continue until the position is filled. All Chairs are subject to review and final approval by NSERC. Nominations or applications for position #09193 must include a curriculum vitae, a brief five-year research plan and the names and addresses of three (3) referees. These should be sent to (pdf format via email preferred):

Prof. J. LaVeri
Chair, Orthopaedic Biomedical Engineering Appointments Committee
Faculty of Engineering, University of Manitoba
Room E2-290, EITC, 75A Chancellor's Circle
Winnipeg, Manitoba, Canada R3T 5V6
Email: IRC_Biomedfcal@ee.umanitoba.ca

Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "*The Freedom of Information and Protection of Privacy*" (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.

One university.
Many futures.

UNIVERSITY OF MANITOBA

Royal Roads University

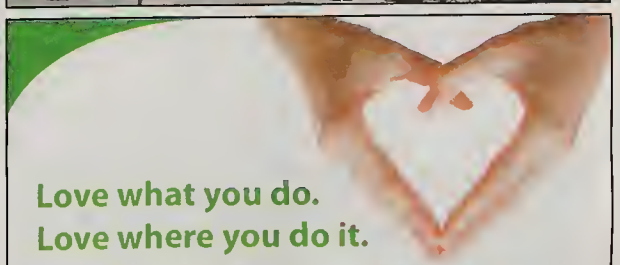
Core Faculty, Doctor of Social Sciences

Position: **Core Faculty, Doctor of Social Sciences**
Institution: **Royal Roads University**
Location: **British Columbia**

Royal Roads University is seeking applications for the position of Core Faculty member in the Faculty of Social and Applied Sciences (FSAS). This full-time faculty member will play a key role in the implementation and delivery of the new Doctor of Social Sciences. The Doctor of Social Sciences, the first of its kind in Canada, is a distinctive applied doctoral program oriented to interdisciplinary social science research. The program will focus attention on the complexity, turbulence, and unpredictability of an interdependent global society and will enable graduates to connect knowledge and practice, to conduct systematic inquiry and foster continuous learning.

The university is looking for a scholar with a national/international reputation and a distinguished record of teaching, research and publication in the social sciences. The successful candidate will undertake teaching, research, and service tasks (including administrative responsibilities) as well as build the reputation of the Doctor of Social Sciences program internally and externally. If you are a Senior Associate or Full Professor at a recognized post-secondary institution and have a PhD in social science discipline that matches fields of inquiry common to FSAS – we would like to hear from you!

Please visit our website at www.royalroads.ca for further information and application instructions.



Love what you do.
Love where you do it.

Red Deer College is actively seeking experienced college instructors in the fields of:

- Business Administration & Commerce
- Computer Systems Technology
- Humanities & Social Sciences
- Human Services/Disability & Community Studies
- Nursing (BScN & Practical Nurse)
- Office Administration
- Social Work
- Teacher Education (Educational Psychology & others)
- Visual Arts

If you love what you do, Red Deer College is the perfect fit. Located in the heart of central Alberta halfway between Edmonton and Calgary, RDC is first and foremost a teaching institution. We take a practical approach to both education and research ensuring all our instructors have a chance to connect with their students, their craft and their community. If you're looking for a change, look to Red Deer College. **When you get here you understand.**

RDC
when you get here you understand

For more information, visit www.rdc.ab.ca/employment

CAREERS CARRIÈRES

lum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority

■ **COSMOLOGY — University of Waterloo.** Applications are invited for two tenure-track faculty positions to be held jointly at Perimeter Institute for Theoretical Physics and the Department of Physics & Astronomy, University of Waterloo, in Waterloo, Ontario, Canada. Exceptional senior candidates may also be considered for tenured appointments. The department and Institute expect to hire in the area of theoretical and/or observational cosmology with an emphasis on the physics of the early universe and the development of large-scale structure. Candidates are sought who will interact productively with the research staff at both PI and Waterloo. The Department of Physics & Astronomy is a partner in the Guelph-Waterloo Physics Institute, which includes 80 faculty and 130 graduate students. The department and PI jointly include 21 full-time faculty, and three dozen postdoctoral fellows working in cosmology, large scale structure, quantum gravity, string theory, particle physics, quantum information and foundations of quantum theory. In addition to these joint positions, Perimeter Institute expects to grow in cosmology with 2 or 3 new full-time faculty positions in the near future. Applicants should submit a curriculum vitae, a list of publications, a concise statement of research and teaching accomplishments and a research plan, as well as arranging for at least three letters of recommendation to be sent on their behalf. Applications (including the letters) should be submitted through our online application form at https://www.perimeterinstitute.ca/applications/31. The selection process starts in the early part of 2009. Applications will be accepted until the positions are filled. For additional information contact Prof. Brian McNamara, Search Committee Chair at mcnamara@uwaterloo.ca, or Debbie Guenther at Perimeter Institute for Theoretical Physics at associate@perimeterinstitute.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority.

E

■ **EDUCATION — Bishop's University.** The School of Education at Bishop's University, offering programs in elementary and secondary teacher education and a part-time Master's of Education, invites applications for two full-time tenure stream positions at the level of Assistant Professor, beginning July 1, 2009: 1) one position in the Preparation of English Second Language Teachers; Preference will be given to candidates who hold a PhD in an area related to the teaching of ESL, a commitment to excellence in teaching, teacher certification or relevant professional experience and a demonstrated record of scholarship or research potential. In addition, candidates should indicate their ability to cover a range of courses in the preparation of ESL teachers as well as contribute to other School of Education courses and programs, including the supervision of students on practicum. Ability to interact with school personnel in French is essential. 2) one position in Special Needs Education: Preference will be given to candidates who hold a PhD in a relevant area, a commitment to excellence in teaching, teacher certification or relevant professional experience and a demonstrated record of scholarship or research potential. Candidates should indicate their ability to teach other foundational courses in Education as well as contribute to the full range of programs in the School of Education, including the supervision of students on practicum. Applicants should submit a curriculum vitae, teaching dossier and the names of three referees to: Catherine Beauchamp, Dean of Education, Bishop's University, 2600 College St. Sherbrooke, QC, J1M 1Z7; Tel: 819-822-9600, 2401; E-mail: catherine.beauchamp@ubishops.ca. The deadline for submission of applications is Friday, March 20, 2009. The selection process will continue until the positions are filled. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply.

■ **EDUCATION — University of Victoria.** The Department of Curriculum & Instruction, University of Victoria invites applications for a Senior Instructor position in the area of Educational Technology for an initial three-year term. Technology, Information and Computing is an area of growth for both the faculty and university. The position requires a team player prepared to develop and teach new courses and work across the disciplines at the undergraduate level. The University of Victoria is proud of its teacher education programs and is looking for a person who will make a strong contribution to the preparation of teachers. A senior Instructor is a regular, full-time position within the department that emphasizes teaching (80%) and other professional contributions (20%), and offers opportunities for a continuing appointment and promotion without an expectation for research and scholarship. Responsibilities will include: 1. Teaching educational technology courses at the undergraduate level; 2. Participation in university governance and service on committees; 3. Developing and implementing new initiatives for the application of technology to learning and teaching. Qualifications & Experience: 1. An earned doctorate (or near completion) in educational technology or a closely related field; 2. A combination of education, training, and work experience that demonstrates expertise in educational technology; 3. Experience creating and using technology for teaching and learning; 4. Knowledge of contemporary research in educational technology. Preferred qualifications include: 1. Strength in an additional curriculum subject area; 2. Successful teaching experiences at both the K-12 and post-secondary levels. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. An appointment is to be made for July 2009. Applications should include curriculum vitae and the names of three referees. Deadline for receipt of applications is April 1, 2009: Dr. Robert Anthony, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, Victoria, BC, V8W 3N4; Fax: 250-472-4616; email: clchair@uvic.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidki) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidki) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

Tenure-Track Position
Environmental/Occupational Health

MEMORIAL UNIVERSITY

The Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland invites applications for a tenure track position in Environmental/Occupational Health.

The appointment will be at the Assistant Professor level and salary will be commensurate with qualifications and experience. Individuals who are currently in the later stages of their graduate training are encouraged to apply. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). The successful candidate will contribute to the undergraduate and graduate programs within the Division; establish and maintain an independent, externally funded program of applied health research; and participate in service activities.

Candidates will be expected to possess a PhD in a relevant health field and have expertise in any combination of the following areas: air quality, food and water quality, climate change, toxicology, environmental/occupational exposures, and environmental/occupational health policies. Preference will be given to applicants who have experience working with community stakeholders and familiarity with geographical information systems in the environmental/occupational health context.

Applications should be addressed to: *Dr. Shree Mulay, Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University of Newfoundland, Room 2843, Health Sciences Centre, St. John's, NL A1B 3V6*. Applications can be submitted electronically to *brendah@mun.ca* or by fax: *(709) 777-7382. Quote: VPA-MEDI-2008-006*. The application package should include curriculum vitae, contact details of three referees, a letter of application, one sample of scholarly writing, an overview and discussion of qualifications and interests as they relate to the position, and a statement of teaching philosophy. The deadline for application is *May 1, 2009*.

The Faculty of Medicine is located in the Health Science Centre on the campus of Memorial University of Newfoundland. This facility also houses the Schools of Pharmacy and Nursing, the Health Science Library, the General Hospital, the H.Bliss Murphy Centre, and the Janeway Children's Hospital. The integrated complex allows for close working relationships in both research and teaching among the Faculty of Medicine and the Schools of Nursing and Pharmacy.

Memorial University of Newfoundland is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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CAUT Canadian Association of University Teachers

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Tenure-Track Positions
In the Department of Justice Studies (Law Foundation of Saskatchewan, Chair in Police Studies)

Term Position
In the Department of History

FACULTY OF EDUCATION
Tenure-Track Position
In the area of Inclusive Education

FACULTY OF ENGINEERING
Tenure-Track Position
In the area of Environmental Systems Engineering

FACULTY OF SCIENCE
Term Positions
In the Department of Biology

FACULTY OF SOCIAL WORK
Tenure-Track Positions
In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

■ **ELECTRICAL & COMPUTER ENGINEERING (SIGNAL PROCESSING) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the area of signal processing, with expertise in one or more of the following subareas: the theory of signal processing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and International applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be acepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

F

■ **FINANCE — McMaster University.** The DeGroote School of Business at McMaster University invites applications for a tenured position at the rank of Professor in the Finance and Business Economics Area. The position will commence July 01, 2009. The chosen candidate, who will hold the AIC Chair in Investments and Portfolio Management, will be internationally recognized for their contributions in the area of investment and business valuation, and will be actively engaged in research. The successful candidate will have demonstrated leadership in organizing research initiatives through supervision of graduate students, proven ability to attract research funding and publications of research results in major scholarly outlets. The Chair will be expected to contribute to the School's academic programs at both its Hamilton and Burlington locations as well as the School's initiatives within the business community. An appointment to the chairship will be for an initial five-year period, with the possibility of renewal for additional terms. The Finance and Business Economics Area is committed to excellence in both research and teaching, and is one of six Areas comprising the DeGroote School of Business. The School offers a number of programs at both the undergraduate and graduate levels. The Finance and Business Economics Area participates in these programs in a number of ways, including MBA specializations in Finance and Strategic Business Valuation and a PhD field in Finance. The School is presently situated at McMaster's Westdale campus in Hamilton, Ontario, but anticipates opening a second location, to be called the Centre for Advanced Management Studies in nearby Burlington, Ontario in September 2010. The successful candidate will be expected to be active at both locations and to participate in executive education programs at the Burlington site. Further information about the School can be found at http://www.mcmaster.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. The search begins immediately and applications will be considered until the position is filled. Candidates should submit a curriculum vitae, a representative sample of their academic writing and three letters of reference to Dr. Trevor Chamberlain, Chair, Finance and Business Economics Area, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4.

■ **FINANCE — University of Waterloo.** The Faculty of Mathematics invites applications for appointments at the rank of lecturer in the area of finance. The Faculty has a dynamic group of students studying finance in various different academic programs, including our new Financial Analysis and Risk Management program. We are particularly interested in candidates able to participate in the operation of this new program. Applicants should posses a Master's degree or PhD in Mathematics, Statistics, Quantitative Finance, Business Administration or a related field. Candidates should also have some industrial experience in the area of Financial Analysis or Risk Management, and a professional designation (such as ASA, CA, CFA, CMA, or PRM) is preferred. Candidates without a post-graduate degree but who have extensive industry experience will also be considered. Candidates should demonstrate the potential for outstanding teaching, industry involvement and a clear interest in undergraduate education. The effective date of appointment: July 1, 2009. Applications should be directed to Dr. Peter Wood, Director, Undergraduate Business and Accounting Programs. Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; (mail to: dean@math.uwaterloo.ca) by March 31, 2009. Application material should include a curriculum vitae and the names and addresses of at least three references. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; in accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **FORCED MIGRATION & GLOBALIZATION STUDIES/THEORY & CRITICAL POLICY STUDIES. — York University.** Department of Social Science, Toronto, Ontario, Canada seeks a tenure-track Associate or Full Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an affirmative action employer.

G

■ **GEOMATICS — University of Waterloo.** The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARCNET Research Chair in Geomatics at the assistant professor level. Preference will be given to applicants with expertise in active microwave remote sensing of sea ice dynamics and thermodynamics, and with teaching experience in Geomatics related courses. Candidates must have a PhD, a proven research record in the development of geophysical inversion techniques for understanding Arctic sea ice and its interactions with the global climate system, its impacts on natural and human systems, and a research program that will take advantage of SHARCNET's high-performance computing (HPC) facilities. SHARCNET is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARCNET Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary studies in interaction with departments, the newly established Interdisciplinary Centre on Climate Change (IC3) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, Centre for Environment and Business and Centre for Knowledge Integration. For additional information see: http://www.environment.uwaterloo.ca/. The anticipated starting date is July 1, 2009. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a CV and the names (with contact information) of four referees. Referees will be contacted for those included in the short list. Applications will continue to be accepted until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARCNET Research Chair Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

H

■ **HUMANITIES — University of King's College.** The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme. This is a one-year contract beginning 1 July 2009, with two possible renewals subject to review and budgetary approval. Duties include teaching and marking responsibilities in an interdisciplinary and team-taught programme for first-year students which considers the Western tradition (including works of literature, philosophy, religion and art) from the ancient world to the present. Teaching Fellows conduct tutorials of approximately 15 students for four to eight hours a week plus attend lectures for 8 hours. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. Salary: approximately $35,123–$40,416 (2008/2009). A letter of application, with a curriculum vitae, three letters of reference and a teaching dossier, should be sent to Dr. Peggy Heller, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia, B3H 2A1. Complete applications, along with letters of reference, should be received in hardcopy format by Friday, 20 March 2009. The position is subject to enrolment and budgetary approval. The University of King's College is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

I

■ **INTERNATIONAL AFFAIRS — University of Waterloo.** The Balsillie School of International Affairs (www.balsillieschool.ca) and the University of Waterloo invite applications for a number of Chair positions from outstanding researchers and academic leaders in international affairs and global governance at Associate or Full Professor ranks. CIGI Chair holders will be internationally distinguished scholars who will be expected to make significant contributions to the work of the Global Governance MA and PhD programs in the Balsillie School. Teaching expectations will be comparable to those of Canada Research Chairs at the University of Waterloo. In addition, they will maintain active research programs, secure external funding, and contribute actively to the intellectual and administrative life of the Balsillie School and the University of Waterloo. All applications should be directed to the Director of the Balsillie School, Ramesh Thakur. They should include a letter of interest, a current CV, and the names of three referees. Please email this documentation to info@balsillieschool.ca. Positions will remain open until filled. All qualified individuals are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. For further information, see www.balsillieschool.ca or contact: Andrew Thompson, Global Governance Program Officer, Phone: 519-888-4567 x38689, Email: asthompson@balsillieschool.ca.

■ **INTERNATIONAL DEVELOPMENT & HUMAN RIGHTS — Wilfrid Laurier University.** The Brantford Campus Of Wilfrid Laurier University invites applications for one position at the rank of Assistant Professor (tenure track or limited term appointment) beginning July 1, 2009 (subject to budgetary approval). The successful candidate will deliver key courses in Laurier Brantford's new International Development Option as a member of the 'Leadership' (www.wlu.ca/homepage.php?grp_id=1728) and 'Human Rights and Human Diversity' (www.wlu.ca/brantford/hrhd) programs. Candidates should have a doctorate (or be near completion) in the social sciences; areas of specialization are open. The successful candidate will be expected to have an active research agenda and, ideally, to teach courses dealing with the following topics: development theories, strategies and issues (including economic and human rights perspectives); global health and social justice (including health as a human right); the basics of economic globalization; as well as some other courses in the Leadership and Human Rights and Human Diversity programs. Complete applications will include the following: a letter of interest; a curriculum vitae; evidence of teaching excellence (such as evaluations, and/or a teaching dossier/statement); a research statement; one recent sample publication; and three letters of reference, sent under separate cover by the referees. No email applications will be accepted. Applications must be delivered by March 30, 2009 to: International Development and Human Rights Hiring Committee, Grand River Hall, Suite 208, 171 Colborne St, Brantford, ON, Canada, N3T 6C9. Wilfrid Launer University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Acting Dean of the Brantford Campus, Dr. Kathryn Carter.

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CAUT ACPPU BULLETIN

Saskatoon Health Region

Head of Medical Imaging

UNIVERSITY OF SASKATCHEWAN

The University of Saskatchewan and the Saskatoon Health Region are seeking a strong visionary and talented administrative Head for their unified Department of Medical Imaging. The Department's mission statement includes various commitments to the healthcare of patients with optimal patient outcome; the training of personnel, including residents; the dissemination of information; and scientific inquiry.

Located in Saskatoon, a city that has more hours of sunshine than any other major city in Canada, the University of Saskatchewan, a publicly funded institution founded in 1907, offers a full range of curricula, both academic and professional, for 19,000 students registered in 13 Colleges. The University is internationally renowned for its contributions in teaching, scholarship, research and innovation. The College of Medicine is anticipating a substantial increase in enrolment over the next four years. A $100-million capital grant from the Province is enabling construction of the biomedical research wing of the Academic Health Sciences Centre and completion of plans for taking the next wing to tender.

An integrated health delivery agency, the Saskatoon Health Region (SHR) serves more than 300,000 residents in over 100 cities, towns and rural municipalities. With 18,000 staff and 700 physicians, the SHR is the largest single employer in the province. In addition to providing a complete range of health services to residents of central and northern Saskatchewan, the SHR, with its three acute care hospitals — St. Paul's, City, and Royal University — provides tertiary care and much of the associated teaching for the province.

The Department of Medical Imaging has an accredited residency program, and participates in the education of undergraduate and graduate students. Educational activities are centred in Saskatoon, though there is a mandatory block in Regina in the initial clinical year. The Department provides imaging services at the three Saskatoon acute care hospitals — each hospital site has unique services — as well as to several outlying rural hospitals in the SHR, and has sub-specialists in chest/cardiovascular, musculoskeletal, paediatric, breast/body, neuroradiology, and interventional radiology. In 2007 the Department implemented Picture Archiving and Communication System (PACS), and is participating in a province-wide PACS initiative. Of the Department's 44 members, about one-quarter are University-based and three-quarters community-based, including a large group in Regina. Collaborative research opportunities are enhanced by the presence of the Canadian Light Source (Synchrotron). For more information about the Department, please see **www.usask.ca/medicine/imaging**.

The successful candidate will provide strong academic and clinical leadership in the Department's threefold purpose of teaching, research and service. He or she will have a relevant background in medical imaging, as well as superior management and people skills. The new Head will have an understanding of the framework of a combined University of Saskatchewan and Saskatoon Health Region program, be a strong advocate for the Department, and be eligible for licensure in the Province of Saskatchewan and for certification by the Royal College.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and members of visible minorities) are encouraged to apply; however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in February 2009, and the successful candidate will take office on July 1, 2009, or as soon as possible after that date. Nominations and applications should be submitted in confidence as soon as possible to the address below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
uofs-shrmi@jwasearch.com

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JWA

ENDOWED CHAIR IN LEARNING DISABILITIES – MOUNT SAINT VINCENT UNIVERSITY

Mount Saint Vincent University is seeking nominations and applications for our Endowed Chair in Learning Disabilities. This research chair, the only one of its kind in Canada and one of only four in the world, is a key pillar of the University's capital campaign, Building Tomorrow Together.

The Chair will enhance academic excellence by conducting and disseminating research and "best practices" programming which will make an impact on current school practices that respond to students with learning disabilities. This research position includes funding for world-class research and knowledge mobilization so that the teachers of tomorrow gain the skills they need to ensure all children are able to realize their academic potential.

Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University offers an environment for transformative learning with an unparalleled social impact. We are nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants, our unique blend of programs and small class sizes. Our community is built on people and relationships. We are committed to providing the best university experience for all members of our community and to developing thoughtful, engaged citizens who make a positive impact on their world.

Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University sits amidst a beautiful wooded property overlooking a picturesque harbour. It is our esteemed 135 year history and blend of passion and individuality that attracts outstanding faculty, staff and 5,000 students from around the world. For more information, visit www.msvu.ca.

Nominees/Candidates must possess:

- An established research program and academic publications on learning disabilities;
- International recognition for scholarly and professional work;
- Experience with curriculum design for undergraduate and graduate courses on learning disabilities;
- A record of work with policy makers to promote research-based practices for learning disabilities education in schools.

Appointment will be at the senior academic rank beginning September 1, 2009. This position will involve teaching (one course per term), research and outreach.

The Selection Committee will begin reviewing expressions of interest, nominations, and applications March 31, 2009. The position will remain open until filled.

For further information please contact:
Dr. Jim Sharpe, Chair, Endowed Chair Selection Committee and Dean of Education

E-mail: jim.sharpe@msvu.ca
Phone: 902-457-6736
Address: Faculty of Education, Mount Saint Vincent University,
166 Bedford Highway, Halifax, Nova Scotia, Canada B3M 2J6

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

CAREERS CARRIÈRES

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■ **MATHEMATICS — Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position in Mathematics at the rank of Assistant Professor to commence July 2009, subject to budget approval. Applicants must have a PhD in Mathematics. Related postdoctoral research and teaching experience is desirable. The successful candidate will contribute to teaching upper level undergraduate courses in such areas as real analysis, complex analysis and set theory. The research specialization should be relevant to at least one of these areas. The teaching load may include some service courses (including elementary financial mathematics and fundamentals of Mathematics). The successful applicant will be expected to establish a vigorous externally funded research program and teach Mathematics at the undergraduate level. Applicants are expected to engage in course updating and development, and to demonstrate potential and commitment with regard to undergraduate teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (Math0901), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: human resources@ns.aliantzinc.ca. Website: www.cbu.ca. Applications must be received by 4:00 p.m. April 3, 2009. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

■ **MATHÉMATIQUES — Collège universitaire de Saint-Boniface.** Le Collège universitaire de Saint-Boniface lan[illegible] appel de candidatures pour: Une professeure ou un professeur remplaçant (année universitaire 2009/ 2010) en Mathématiques pour l'enseignement des cours de premier cycle en mathématiques et mathématiques appliquées (calcul à plusieurs variables, algèbre linéaire, méthodes numériques, équations différentielles ...). Exigences: 1) Un doctorat en mathématiques (un doctorat en mathématiques, en rédaction de thèse, sera considéré). 2) Une compétence en enseignement de cours et travaux dirgés en mathématiques au premier cycle universitaire. 3) Une compétence en enseignement de cours de premier cycle universitaire en informatique sera un atout. Rémunération: selon la convention collective. Entrée en fonction: le 1er août 2009. Prière d'envoyer votre curriculum vitæ et de demander à trois répondants de faire parvenir une lettre de recommandation au plus tard le 15 avril 2009 à: Madame Maha Naman, Bureau du doyan, Faculté des arts et d'administration des affaires et Faculté des sciences, Collège universitaire de Saint-Boniface, 200, avenue de la Cathédrale, Winnipeg, (Manitoba), R2H 0H7; Téléphone: (204) 233-0210; Télécopieur: (204) 233-0217; Courriel: mnaman @ustboniface. mb.ca; Site: www.cusb.ca. Le CUSB souscrit au principe de l'équité en matière d'emploi et encourage la candidature de toute personne qualifiée, femme ou homme, y compris les Autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité est toutefois accordée aux personnes ayant la citoyenneté canadienne ou la résidence permanente

Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: **business.queensu.ca**.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: **qufa.ca**.

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, **electronically to: deansoffice@business.queensu.ca**.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

THE BALSILLIE SCHOOL *of* INTERNATIONAL AFFAIRS

CIGI Chairs

The Balsillie School and the University of Waterloo invite applications for a number of Chair positions from outstanding researchers and academic leaders in international affairs and global governance at Associate or Full Professor ranks.

The Centre for International Governance Innovation (CIGI) Chair holders will be internationally distinguished scholars who will be expected to make significant contributions to the work of the Global Governance MA and PhD programs in the Balsillie School. Teaching expectations will be comparable to those of Canada Research Chairs at the University of Waterloo. In addition, they will maintain active research programs, secure external funding, and contribute actively to the intellectual and administrative life of the Balsillie School and the University of Waterloo.

All applications should be directed to the Director of the Balsillie School, Ramesh Thakur. A letter of interest, current CV and names of three referees should be emailed to asthompson@balsillieschool.ca. Positions will remain open until filled.

All qualified individuals are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

For further information contact:
Andrew Thompson, Global Governance Program Officer
PHONE: 519-888-4567, ext. 38689 | EMAIL: asthompson@balsillieschool.ca
www.balsillieschool.ca

University of Waterloo

Faculty Positions
School of Social Work

MEMORIAL UNIVERSITY

» *Reference Number: VPA-SOWK-2009-001 / 002 / 003*

Applications are invited for three faculty positions which, depending on qualifications, will be at the assistant/ associate (tenure-track) or full professor (tenured) ranks. Normally, the preferred candidate will have social work experience and a PhD in social work or a related discipline. Candidates nearing completion of doctoral studies may be considered. Assets for the position include: a record of and clearly articulated program of future scholarship; a record of post secondary teaching in social work; demonstrated ability to work collaboratively with a wide range of community and academic professionals. Persons in all social work substantive areas are encouraged to apply.

The School is committed to diversity and social justice and prepares graduates for ethical, competent, innovative and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural and remote communities; a part time and full time MSW program; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, including distance delivery, the School encourages a stimulating and challenging learning environment which advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Schools of Social Work (CASWE). The School's mission, distinctive features, and leadership capacity is promoted by a diverse faculty complement. Further information about the School is available on our web site: www.mun.ca/socwrk/

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or above and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Closing date for applications is *March 31st, 2009*. The position will be filled by September 1, 2009. Applications should include: (1) a letter of application; (2) a current curriculum vitae; (3) a statement outlining scholarly achievement and research interests; (4) evidence of content expertise and teaching effectiveness that might include sample course outlines and teaching evaluations; (5) a statement of teaching philosophy and interests; (6) samples of scholarly work; and (7) names and contact information of three current referees. *Please quote reference # VPA-SOWK-2009-001/002/003.*

Applications will be addressed to: *Dr. Shelly Birnie-Lefcovitch, Director, School of Social Work, Memorial University of Newfoundland, St. John's, NL A1C 5S7*; Tel: 709-737-8044; Fax: 709-737-3503.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Careers > AcademicWork.ca

CAREERS CARRIÈRES

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MUSIC — Carleton University.** Carleton University's Music program invites applications for a tenure-track position (entry level) at the rank of Assistant Professor beginning July 1, 2009. Applicants should have expertise in historical musicology, with specialty prior to 1800 (classical, baroque, renaissance and/or medieval). The successful candidate will be expected to teach a range of courses in Music history from Introductory first year to the MA level (music and culture). Applicants must have a PhD, a strong commitment to scholarship reflected in publications, an active research profile and demonstrated excellence in teaching. Complete applications, including a curriculum vitae, a writing sample and teaching dossier should be sent to Prof. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin on March 1, 2009, and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. This position is subject to budgetary approval.

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■ **NANOSCIENCE — University of British Columbia.** The Department of Physics and Astronomy at the University of British Columbia invite applications from outstanding candidates for a joint Canada Research Tier II chair (http://www.chairs.gc.ca/) which is presently open. The position is in the general areas of nanoscience, quantum materials, surface science, inorganic solid state chemistry, and condensed matter physics. These are selected priority areas of the University of British Columbia. The application deadline for this competition is April 15th 2009. The successful candidate will be appointed in September 2009 at the level of assistant professor, but a higher rank may be considered for applicants with exceptional qualifications and experience. Examples of areas of research in nanoscience in which appointments are anticipated include: 1. Fabrication of nanostructures including ultra-thin films, quantum dots, magnetic quantum dots, oxide heterostructures, and superconducting devices utilizing molecular beam epitaxy, electron beam and ion beam writing methods as well as scanning force probes etc; 2. Electronic and magnetic properties of nanostructured solids including, ultrathin films, superconducting and magnetic interfaces and heterostructures, and spintronic materials; 3. Solid state chemistry routes to nanostructured materials such as semiconducting quantum structures, magnetic clusters, nanotubes, molecular magnets and optoelectronic devices; 4. Development of techniques to study the structure and dynamics of ultra thin films, interfaces and heterostructures including, for example, synchrotron based (resonant) X-ray scattering methods, high resolution and low temperature scanning probe methods. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, for the regular tenure track appointments, preference will be given to Canadian citizens and permanent residents. For the Canada Research Chairs all candidates will have equal status. Applicants should send a curriculum vitae, a statement of research interests and plans, and arrange to have three reference letters sent directly to: Chair, Nanoscience Search Committee, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, BC, V6T

President/Vice-Chancellor

Thunder Bay & Orillia Campuses (Ontario, Canada)

Lakehead University invites applications and nominations for the position of President/Vice-Chancellor.

Lakehead University offers on-campus and community-based programs, continuing education and distributed learning, and graduate programs at the Master's and Doctoral levels. Lakehead is a comprehensive University providing an impressive array of programs in professional, arts, and sciences and the west campus of the Northern Ontario School of Medicine. The University has an enrolment of approximately 7,700 students, with a large Aboriginal contingent at the Thunder Bay campus. The Orillia campus, which has just unveiled its first permanent building, will be the first official Leadership in Energy and Environmental Design (LEED) Platinum university campus in Canada.

As President/Vice-Chancellor, the incumbent will serve as the Chief Executive Officer, the Chair of the Senate, and a Board of Governors member. Based in Thunder Bay, the successful candidate will promote Lakehead University through the maintenance and facilitation of key relationships throughout Thunder Bay, Orillia, Central Ontario, and Northwestern Ontario and demonstrate exceptional credentials and the proven ability to provide academic and administrative leadership throughout the University. The successful candidate will be a dynamic and forward-looking leader able to advance the University by fostering mutually rewarding relationships with all of its constituents in Northwestern and Southern Ontario. Building on the University's existing industry, research, and academic partnerships, the President/Vice-Chancellor will work to enhance academic excellence and provide an innovative, safe, culturally diversified student-centred learning environment at both campuses.

Application Requirements

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: **http://hr.lakeheadu.ca/pdf/immig.pdf** Nominations and applications, outlining qualifications and with three referees (including names and contact addresses), should be submitted in confidence to:

Mr. Kevin Cleghorn, Presidential Search Committee
Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1
e-mail: board.chair@lakeheadu.ca fax: (807) 343-8075

For more information on this and all current opportunities, please visit our website at:
http://hr.lakeheadu.ca/employment.php

lakeheadu.ca

Lakehead University is a comprehensive institution with over 7,700 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Orillia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD

Lakehead University is an Equal Opportunity Employer

Lakehead UNIVERSITY

FAST & EASY. SUBMIT ADS VIA EMAIL.
ads@caut.ca

Royal Military College of Canada

Tenure-Track Faculty Position
Mathematics & Computer Science

The Department of Mathematics and Computer Science of the Royal Military College of Canada in Kingston, Ontario invites applications for a tenure track position in Computer Science at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience.

The required qualifications are a PhD in Computer Science or a closely related discipline, potential or proven ability for excellence in teaching undergraduate and graduate Computer Science courses, acceptable experience conducting research in Computer Science, and the potential to attract research funding and graduate students. Strong candidates in all areas of Computer Science are encouraged to apply, however preference may be given to candidates in the areas of Computational Intelligence and Software Engineering.

The department offers undergraduate and graduate programs (both MSc and PhD) in Computer Science and in Mathematics. The successful candidate must be prepared to teach Computer Science in both French and English at the undergraduate level, and to participate in the development and supervision of undergraduate students and in student projects. The candidate will also be expected to be actively involved in graduate-level teaching and supervision in our Computer Science program and will be required to conduct an active research program.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various language requirements. The salary range is $48,437 to $88,448 per annum for Assistant Professor, plus an annual Terminable Allowance. Please note that salaries will change in accordance with the Collective Agreement as of 1 July 2009. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-eng.asp. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Research start up funds can be negotiated at the time of employment. RMC faculty are also eligible to apply for NSERC grants, in addition to internal ARP grants. Interested candidates should send a cover letter quoting the following reference number (K2009007) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and three references to:

Dr J. R. McKay
Director, Faculty Services
Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 4B4
James.Mckay@rmc.ca

VERITÉ · DEVOIR · VAILLANCE

Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 January 2010. A later starting date may be negotiated. The closing date for the competition is 18 May 2009.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to state their citizenship in their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens canadiens. Les candidats doivent indiquer leur citoyenneté sur leur demande. Les candidats qui détiennent des diplômes internationaux doivent fournir une preuve de leur équivalence canadienne. Pour de plus amples renseignements, consultez le site du Centre d'information canadien sur les diplômes internationaux à http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est un établissement bilingue et mixte, et ce poste est offert équitablement aux femmes et aux hommes.

Canada

Collège militaire royal du Canada

Poste menant à la permanence
Mathématiques et informatique

Le département de mathématiques et informatique du Collège militaire royal du Canada, Kingston, Ontario, sollicite des candidatures pour un poste menant à la permanence de professeur adjoint ou, à titre exceptionnel, à un rang correspondant à l'expérience du candidat. Les qualifications requises sont un doctorat (PhD) en informatique ou dans une discipline reliée à l'informatique. Les candidat(e)s doivent avoir le potentiel ou doivent démontrer une excellence en enseignement des cours d'informatique à tous les niveaux, une expérience acceptable en recherche dans le domaine de l'informatique et un bon potentiel d'obtentions de fonds de recherche et d'attirer des étudiants. Tou(te)s les candidat(e)s qualifié(e)s aux études supérieures sont encourag(e)és à soumettre leur candidature, cependant une préférence pourrait être accordée aux candidat(e)s dont la recherche inclut l'intelligence (Computational Intelligence) et le génie du logiciel. Le département offre des programmes aux niveaux du premier, deuxième et troisième cycles en informatique et mathématiques. Le (la) candidat(e) retenu(e) doit être prêt(e) à enseigner l'informatique en français et en anglais dans le programme du premier cycle, ainsi qu'à participer au perfectionnement et à la supervision d'étudiants du premier cycle dans un laboratoire et dans le cadre de projets étudiants. En outre, le (la) candidat(e) devra participer activement à l'enseignement et à la supervision au deuxième et troisième cycle dans le domaine de informatique et devra maintenir un programme actif de recherche. Ce poste bilingue requiert l'habilité de lire, écrire et communiquer oralement dans les deux langues officielles (profil linguistique : PPP/PPP). Si aucun(e) des candidat(e)s ne devait se qualifier pour ce poste, une liste d'admissibilité pourrait être dressée pour doter des postes semblables, dont le profil et les diverses exigences linguistiques peuvent varier. L'échelle salariale est de 48 437 $ à 88 448 $ par année pour un professeur adjoint et de 66 541 $ à 106 552 $ par année pour un professeur agrégé, plus une indemnité provisoire. Veuillez noter que les salaires vont changer en accordance avec la convention collective le 1er juillet 2009. La convention collective est disponible au site internet suivant : http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-fra.asp. Le salaire de départ accordé dépendra de l'expérience et des qualifications du/de la candidat(e). Les personnes sélectionnées auront une période probatoire de 36 mois. Un octroi de recherche pourrait être négocié au début de l'entrée en fonction. Les professeurs du CMR sont éligibles au fonds de recherche du CRSNG, et aux fonds de recherche interne PRU. Les candidat(e)s devront faire parvenir une lettre d'intérêt citant le numéro de référence suivant (K2009007) avec leur curriculum vitae, leurs relevés de notes pertinents, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et trois références à l'adresse suivante :

Prof J. R. McKay
Directeur des Services du Corps Professoral
Collège Militaire Royal du Canada
CP17000, Succursale Forces
Kingston, ON K7K 4B4
James.Mckay@rmc.ca

Veuillez noter que le matériel ne sera pas retourné aux candidats. La date prévue d'entrée en fonctions est le premier janvier 2010. Cependant on pourra négocier une date ultérieure d'entrée en fonction. Le concours se termine le 18 mai 2009.

CAREERS CARRIÈRES

123, Canada. Information on the Departments of Chemistry and of Physics and Astronomy may be found on the web at www.chem.ubc.ca and www.physics.ubc.ca. Applications will not be accepted by e-mail but inquiries can be directed to blades@chem.ubc.ca.

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

■ **NATURAL SCIENCE — York University.** Applications are invited for an alternate-stream, three-year contractually limited appointment in the Division of Natural Science, Faculty of Science and Engineering, York University, at the Assistant Lecturer level, effective July 1 2009. All positions at York University are subject to final budgetary approval. In addition to lecturing biological science courses in the Natural Sciences Program to non-science students, the successful candidate will be expected to participate in the development and administration of laboratories and tutorials in these courses. Candidates must have a PhD in Biological or related Sciences, and should show experience and demonstrated excellence in teaching introductory-level university courses. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). The deadline for receipt of completed applications is March 15, 2009. A letter of application with an up-to-date curriculum vitae, a statement of teaching philosophy, three current letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations should be sent to: Paul Delaney, Director, Division of Natural Science, 218 Norman Bethune College, York University, Toronto, Ontario, Canada, M3J 1P3; Fax: 416-736-5892; Email: pdelaney@yorku.ca.

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■ **OPHTHALMOLOGY — University of Western Ontario.** The Departments of Ophthalmology and Epidemiology & Biostatistics, Schulich School of Medicine & Dentistry at The University of Western Ontario invite applications for a full-time limited-term faculty position in health economics applied to ocular research. General information about The University of Western Ontario can be found at http://www.uwo.ca. Information about the Department of Ophthalmology can be found at http://www.eyeye.ca/ and about the Department of Epidemiology and Biostatistics at http://www.uwo.ca/epidem/. The Department of Ophthalmology is known for its excellence in clinical care, medical and post graduate teaching, surgical innovation research and clinical trials. This position will strengthen its expanding clinical research program. Candidates should possess a PhD relevant to Health Economics, Epidemiology, or Health Services Research or a related discipline. Postdoctoral experience is recommended along with a track record of publication. The successful candidate will build their research program with focus on health economic research regarding eye health and health economic assessment of ophthalmic health technology, especially related to diagnostic testing. The workload will be unbalanced in favour of research, but some teaching will be required at both the undergraduate and graduate level. Therefore, candidates should provide information on their teaching record. This will be a 5 year limited term appointment at the rank of Assistant Professor. The successful applicant will be appointed in the Department of Ophthalmology with a cross-appointment in the Department of Epidemiology & Biostatistics. This position offers a competitive start-up package, laboratory space, compensation and benefits. Interested applicants should forward their curriculum vitae, a description of their research accomplishments, the names of three references, a proposal for future research and, if possible, a completed research paper to: Dr. William Hodge, Chair/Chief, Department of Ophthalmology, The Schulich School of Medicine & Dentistry, The University of Western Ontario, London, Ontario. Applications will be accepted until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **PLANNING & ENVIRONMENTAL SCIENCE — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable community planning. The ideal candidate will apply knowledge of relevant biophysical/ecological processes in any of the following: planning of green cities, urbanizing regions, healthy communities or related specializations. The position requires an excellent knowledge of both urban and natural ecologies and should possess a strong theoretical and practical understanding of environmental planning. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application — stating career objectives, approach to learning and teaching and research goals, a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 31, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; e-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PROCESS ENGINEERING — Memorial University of Newfoundland.** Applications are invited for a faculty position in the area of process engineering with Oil and Gas specialization at the Assistant/Associate (tenure-track) or Full Professor (tenured) level commencing September 1, 2009 or earliest thereafter. Salary and rank will be commensurate with qualifications and experience. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with industry, and to develop a research capability in the area of oil and gas engineering, and/or hydrocarbon processing working in conjunction with other researchers in the INCO Innovation Centre at Memorial University, Oil and Gas, and Processing Industries. The Faculty of Engineering and Applied Science has developed a new undergraduate program in process engineering, and the successful applicant will be expected to teach and provide leadership to this initiative. Applicants must have an earned PhD degree in Process Engineering, Chemical Engineering, Petroleum Engineering or a cognate area, and research and development interests in areas of oil and gas processing. Experience working in or collaborating with the oil and gas industry will be an asset. The successful applicant will be expected to register as a PEng with the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEG-NL). The Faculty offers accredited undergraduate programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, Ocean & Naval Architectural Engineering, and Process Engineering following a fully integrated cooperative education model. Offshore Oil & Gas Engineering Options are offered as a part of every engineering undergraduate program. Thesis-based and course based master's programs, as well as doctoral programs are offered in the various engineering disciplines. For more information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. Applicants should send a curriculum vita, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. J. Quance, Dean, Pro Tempore, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax: (709) 737-8975; Reference: ENGI-2008-007. Deadline to receive

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Tenure Track Faculty Positions and Chair in Gerontological Nursing

The Faculty of Nursing is seeking outstanding researchers for tenure-track positions at the Assistant, Associate or Professor ranks, as well as a senior nurse researcher to fill the position of Clinical Research Chair in Gerontological Nursing.

Qualified applicants will hold a PhD and be eligible for registration as a nurse through the College & Association of Registered Nurses of Alberta. We invite applications from new career academics who are seeking opportunities to develop a program of research and teaching expertise; from senior academics who have an established program of research and a track record of successful graduate supervision; and from academics who are interested in partnering within a clinical area. We also welcome applications from those fluent in a second language as the Faculty has a strong program of internationalization and a French/English bilingual undergraduate program.

The Faculty of Nursing at the University of Alberta is a vibrant community with a rich history. Ranked as one of the top nursing schools in Canada, and the largest in the country, the Faculty holds the distinction of offering the first funded nursing doctoral program in Canada. Home to five Canada Research Chairs, the Faculty of Nursing encourages and supports a diversity of research programs and expertise. In additon, the Faculty is committed to supporting a high quality teaching environment. To learn more about what the Faculty of Nursing can offer, please visit us at www.nursing.ualberta.ca

If you are interested in becoming part of our team and sharing your expertise and leadership in pushing Nursing's boundaries in teaching, research and practice, you are invited to submit your curriculum vitae, a statement outlining research interests and major contributions, reprints of at least two representative research papers, a teaching dossier, and the names of three referees.

Interested applicants may apply to:

Dr. Anita Molzahn, Dean
Faculty of Nursing
3rd floor, Clinical Sciences Building
Edmonton, AB T6G 2G3
Email: anita.molzahn@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Canada's Top 100 Employers — Featured in MACLEAN'S

ROYAL ROADS UNIVERSITY

VICE PRESIDENT, ACADEMIC & PROVOST

Royal Roads University is distinct among Canadian institutions for its academic programs and educational philosophy, as well as its unparalleled setting and history. With a mandate to provide continuous learning opportunities for people in the workplace, RRU focuses on developing professionals who can prosper and contribute meaningfully in a complex, dynamic world. Royal Roads is the only public university in Canada to exclusively offer applied and professional programs. Many programs are at the master's degree level, although the university also offers undergraduate completion degrees. RRU also offers a broad selection of customized and executive development programs. It has just received approval from the government to offer Canada's first interdisciplinary doctorate in Social Sciences, which will enhance its applied research mandate.

Reporting directly to the President, and collaborating closely with the other Vice Presidents, the Vice President, Academic & Provost is the chief academic officer of the University and provides dynamic, strategic leadership for the development and implementation of academic programs, student support services, and planning.

In addition to having a strong record of achievement in research and teaching, the ideal candidate will demonstrate a passion to embrace and promote Royal Roads University's mandate of providing first-class educational programs for people in the workplace. Respected as an inspirational academic administrator, s/he will display sound judgment and have excellent interpersonal and communications skills and be known as an innovator, a consensus builder, and ambassador. An earned doctorate is essential.

Royal Roads University is an equal opportunity employer, committed to the principle of equity in employment. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority consideration.

To explore this exciting leadership opportunity further, please contact Maureen MacLean or Maureen Getdart of The Geldart Group at (604) 926-0005 or forward your CV, a letter of introduction and the names of three referees, in strictest confidence to: info@thegeldartgroup.com.

THE GELDART GROUP
Executive Search & Leadership Consulting

CAREERS CARRIÈRES

applications is April 30, 2009. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities

■ **PSYCHOLOGIE — Université de l'Alberta.** Le Campus Saint Jean de l'Université de l'Alberta sollicite des candidatures de chargé(e) de cours à temps plein en psychologie. La date d'entrée en fonction sera le 1er juillet 2009 et la contrat se terminera le 30 juin 2010 avec possibilité de renouvellement. Le salaire sera déterminé conformément à la convention collective Contract Academic Staff — Teaching de l'Université de l'Alberta. Les candidat(e)s devront, posséder (ou être en voie d'obtenir) un doctorat en psychologie et devront faire preuve d'une expérience dans l'enseignement au niveau du premier cycle universitaire. Une excellente maîtrise de la langue française est requise. Les personnes intéressées doivent posséder suffisamment d'anglais pour comprendre les ententes, les politiques et les procédures de l'Université de l'Alberta. La personne embauchée sera appelée à enseigner entre autres l'introduction à la psychologie, la psychologie du développement et de l'apprentissage, la psychologie cognitive et sociale, cerveau et comportement, ainsi que la psychologie de la personnalité et la psychopathologie. Aussi, il y a possibilité d'offrir un cours dans son champ de spécialisation. Les demandes seront acceptées jusqu'au 30 avril 2009 ou jusqu'à ce que le poste soit comblé. Les personnes intéressées doivent faire parvenir leur candidature, accompagnée d'un curriculum vitae, d'un dossier d'enseignement et les noms de trois répondant(e)s à: Monsieur E. V. Blackburn, PhD, Vice-doyen aux affaires académiques, Campus Saint-Jean, Université de l'Alberta, 8406, rue Marie-Anne Gaboury (91 Street), Edmonton, AB, T6C 4G9; Télécopieur: (780) 465-8760; Courriel: ed.blackburn@ualberta.ca. L'Université de l'Alberta encourage toutes les personnes qualifiées à poser leur candidature. Toutefois, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résidant(e)s permanent(e)s. En l'absence de candidat(e)s citoyen(ne)s canadien(ne)s ou résident(e)s permanent(e)s répondant aux exigences du poste, nous considérerons d'autres candidatures. L'embauche à l'Université de l'Alberta est fondée sur le principe du mérite. Nous souscrivons au principe de l'équité au travail. Nous accueillons la diversité et encourageons toutes les personnes qualifiées, hommes et femmes, y compris les personnes handicapées, les personnes faisant partie des minorités visibles ainsi que les autochtones, à soumettre leur candidature.

■ **PUBLIC ADMINISTRATION — Dalhousie University/University of Alberta.** Dalhousie University and the University of Alberta invite applications for online, part time Instructors in the National Advanced Certificate in Local Authority Administration (NACLAA) program. NACLAA is a national certificate offered jointly through the Faculty of Extension at the University of Alberta and the College of Continuing Education at Dalhousie University and delivered using the WebCT/Vista /BlackBoard Course Management platform. The successful candidates will have completed a graduate degree plus acquired substantial management or consulting experience in the municipal environment. We are seeking expressions of interest from candidates with a background in public administration, particularly municipal or local government, and content knowledge in a variety of areas (public sector accounting, organizational design, financial management, municipal law, sustainable community development, and citizen engagement). Applicants must have contextual knowledge of the local government environment plus experience or interest in distance education methodology and technology. Please forward applications, which should include a curriculum vitae and a statement of interest plus references to Jane Mulatz, Program Manager, Public Sector Programs, College of Continuing Education, Dalhousie University, 1535 Dresden Row Suite 201 in Halifax, NS B3J 3T1 or Jane.mulatz@dal.ca. Enquires can also be made to Dr. Douglas Knight, Executive Director, Government Studies, U of A at douglas.knight@ualberta.ca. Dalhousie University is an Employment Equity/Affirmative Action employer. These positions are subject to budget approval.

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■ **SCIENCE & TECHNOLOGY STUDIES — York University.** Applications are invited for a three-year contractually limited appointment in Science and Technology Studies, Faculty of Science and Engineering, York University at the Assistant Professor level, effective July 1, 2009. All positions at York University are subject to final budgetary approval. The Science and Technology Studies Program (STS) is seeking a candidate with teaching and research strengths in STS. Candidates must have a PhD in science and technology studies, or in a related field, such as science policy, and should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate will be expected to teach in both the Natural Science general education curriculum as well as within the STS program. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). The deadline for receipt of completed applications is March 15, 2009. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three current letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations should be sent to: Paul Delaney, Director, Division of Natural Science, 218 Norman Bethune College, York University, Toronto, Ontario, Canada, M3J 1P3; Fax: 416-736-5892; Email: pdelaney@yorku.ca.

■ **SOCIAL SCIENCE — York University.** The Faculty of Liberal Arts & Professional Studies, Department of Social Science at York University invites applications for a position in Forced Migration and Globalization Studies: Theory and Critical Policy Studies at the rank of Associate or Full Professor to begin July 1, 2009. The successful candidate will be expected to participate in the work of the Centre for Refugee Studies (CRS), an organized research unit of York University. We are seeking a dynamic established scholar with extensive experience in critical migration and globalization studies who has contributed to current theoretical debates and their translation into policy-relevant discussions and recommendations in the fields of forced migration/refugee issues and globalization. Established international and national networks with scholars and policy-makers are important. We expect this scholar to provide leadership in a Canadian refugee research network and to build our research and teaching capacity about refugee and migration issues. The successful candidate will be appointed to the Department of Social Science and will be affiliated with the Centre for Refugee Studies. CRS is a hub for researchers, students, service providers and policy makers concerned with refugee and forced migration issues with ties to researchers and research centres around the world. The Social Sciences and Humanities Research Council (SSHRC) recently awarded CRS a seven-year Strategic Knowledge Cluster Grant to support the development of Canadian and Global Refugee Research Networks. Candidates are expected to have a PhD in a social science discipline with an established record of external funding and substantive publications in the fields of forced migration/refugee studies and critical policy studies, at the International and national levels. The successful candidate must be suitable for immediate appointment to the Faculty of Graduate Studies. York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers and policy makers. This appointment will build upon and expand the University's strengths and prominence in the areas of Migration, Refugees, and Human Rights. The successful candidate will be ex-

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Associate Vice-President (Student Support Services)

Carleton University invites applications for the position of Associate Vice-President (Student Support Services). Reporting to the Provost and Vice-President (Academic), the Associate Vice-President will have overall responsibility for:

- Service to students: delivering integrated and effective service and support to potential and current graduate and undergraduate students until they successfully complete their studies, including the provision of student-centred learning environments and support services.
- Service to the university: managing Carleton's student support services in a manner consistent with institutional goals and objectives; providing advice, expertise, and guidance on all policies and other matters pertaining to students and student support services; maintaining a close liaison and an excellent working relationship with leaders and executives of student associations and student organizations; overseeing of policy and practice regarding non-academic disciplines.

The Associate Vice-President will also be expected to work collaboratively within the university community and beyond to fulfill our commitment to academic success and an outstanding university experience for our students and to do all that we can in support of the educational and personal development of our students so that their full potential is realized.

The successful candidate will have experience in senior management positions, including: those pertinent to students and student support services; an understanding of, and an appropriate sensitivity to, the various university constituencies relevant to the Associate Vice-President's responsibilities; and demonstrated skills and abilities in the planning, implementation, and management of change.

Applications should be sent to Ms Norah Vollmer,
Office of the Provost and Vice-President (Academic),
Carleton University, 503 Tory Building, 1125 Colonel By Drive,
Ottawa, Ontario K1S 5B6.

The deadline for receiving applications is March 2, 2009.

For more information, please visit www.carleton.ca/provost

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our university, including, but not limited to: women, persons with disabilities; visible minorities; Aboriginal peoples; and persons of any sexual orientation or gender identity.

Carleton UNIVERSITY

Canada's Capital University

McGill

Department Chair
Civil Engineering & Applied Mechanics

The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for the position of Department Chair. An innovative, dynamic leader with a bold vision for Civil Engineering is sought. Applicants must have an exemplary record of achievements in research, teaching and service commensurate with appointment as a tenured Full Professor.

The McGill Faculty of Engineering is currently going through an extraordinary period of renewal and growth. The Department of Civil Engineering consists of 17 full-time professors, 394 undergraduate students and 84 graduate students. Its academic staff includes many world-renowned researchers with prestigious research chairs, and professional awards and distinctions. For more information, see http://www.mcgill.ca/civil/

Qualified applicants are invited to submit a resume (electronic preferred), names and contact information for at least three references, and a statement outlining the candidate's vision for the future of the Department, to:

Dean Christophe Pierre
Faculty of Engineering, McGill University
382 Macdonald Engineering Building
817 Sherbrooke Street West
Montreal, Quebec H3A 2K6, Canada
Email: engsearch.engineering@mcgill.ca

Applications will be accepted immediately, and will be reviewed on a continuing basis until the position is filled.

McGill University is committed to equity in employment, and diversity. It welcomes applications from indigenous peoples, visible minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary will be negotiated according to qualifications and experience. Membership, or eligibility for membership, in a Canadian professional engineering association is a requirement

www.mcgill.ca

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia offers a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence.

Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Études françaises • French Studies

Le département des langues et littératures (études françaises) de l'Université Acadia sollicite des candidatures pour un poste à temps plein menant à la permanence, au rang de professeur (e) adjoint(e), en études françaises. La date d'entrée en fonctions est le 1er juillet 2009 (Poste #10507). Les candidat(e)s doivent détenir un doctorat en etudes françaises et être spécialistes dans le domaine de l'acquisition du français langue seconde ou en linguistique appliquée. Les responsabilités du poste comprennent l'enseignement de cours de français langue seconde au premier cycle (tous les niveaux), y compris un cours de didactique du français langue seconde. La spécialisation dans le domaine de l'Enseignement des langues assisté par la technologie (ELAT) de même qu'une expérience dans l'usage de l'ordinateur comme aide à l'enseignement ou une expérience avec un laboratoire de langues seront considérées des atouts. Le département cherche des candidat(e)s qui possedent une excellente maîtrise du français et de l'anglais. Les candidats doivent avoir fait preuve d'excellence dans l'enseignement, avoir un dossier de publications et un plan prometteur de recherche dans leur champ de compétence. Les candidat(e)s sont prié(e)s de faire parvenir une lettre de candidature, un curriculum vitae, un exemplaire des principales publications, des évaluations d'enseignement, et trois lettres de recommandation sous pli séparé à Madame Janice Best, Directrice, Département des langues et littératures, Université Acadia, Wolfville, Nouvelle-Écosse B4P 2R6; courriel : janice.best@acadiau.ca; télécopie : 902 585-1088.

• *L'examen des dossiers de candidature commencera le 1er mars 2009 et se poursuivra jusqu'à ce que le poste soit comblé. Toute personne qualifiée est encouragée à poser sa candidature; toutefois, ce concours s'adresse en priorité aux citoyens canadiens ou aux résidents permanents. L'Université Acadia pratique une politique d'équité en matière d'emploi. Les conditions salariales sont fixées par la présente convention collective. L'Université se réserve le droit de ne pas combler ce poste, ou le cas échéant, de le combler à un niveau différent du niveau ou du format qui a été indiqué.*

The Department of Languages and Literatures (French Studies) of Acadia University invites applications for a full-time tenure-track position at the Assistant Professor level in French, effective 1 July 2009 (Position #10507). Candidates must have a Ph.D. in French Studies and specialize in French Second Language Acquisition or in Applied Linguistics. Responsibilities include the teaching of French as a second language at all undergraduate levels as well as French second language pedagogy. Specialization in Technology Assisted Language Teaching (TALT) as well as experience in the use of computer technology in the learning process, or in working with a language laboratory, are assets. Candidates must have native or near-native fluency in French and in English, be excellent teachers, have a strong publication record, and a promising program of research. Send your application including a cover letter, a curriculum vitae, a copy of major publications and teaching evaluations, and arrange to have three confidential letters of reference, sent under separate cover, to Dr. Janice Best, Head, Department of Languages and Literatures, Acadia University, Wolfville, NS B4P 2R6; email: janice.best@acadiau.ca; fax: 902 585-1088.

• *Review of applications will begin 1 March, 2009 and continue until the position is filled.*

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

The University invites applications from all qualified individuals. Acadia University is committed to employment equity in the workplace. Canadians citizens and permanent residents will be given priority.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position.

ACADIA UNIVERSITY

CAREERS CARRIÈRES

pected to participate in a growing cluster of researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work in this area. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. All positions at York are subject to budgetary approval. Candidates should submit their curriculum vitae, a summary of teaching and research interests and experience, and arrange to have three letters of reference sent directly to: Dr. Susan McGrath, Chair of the Hiring Committee, The Centre for Refugee Studies, Room 321 York Lanes, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada; Tel: 416-736-2100, ext. 66662; Fax: 416-736-5837; Email: smcgrath@yorku.ca. Deadline for applications: March 20, 2009.

■ **SOCIOLOGY — McGill University.** Applications are invited for a tenure-track Assistant Professor position, commencing ideally September 2009 or later if needed. We are looking to expand our strength in one or more of the following areas, broadly defined: social movements, ethnic and race relations/migration, aging and the lifecourse. Within these substantive areas, research with a focus on gender is welcome. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Stephen Leacock Building, Room 713, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a cover letter, curriculum vitae, and the names of three referees. At a later stage, a set of selected candidates will be asked to submit reference letters and a sample of work. We will begin reviewing applications on March 2nd, 2009. For more information on the Department, visit our website at www.mcgill.ca/sociology. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. The language of instruction at McGill is English; however a working knowledge of French is an asset.

■ **SOCIOLOGY — Wilfrid Laurier University** The Department of Sociology invites applications for a one-year Limited Term Appointment at the rank of Assistant Professor, effective July 1, 2009, subject to budgetary approval. We are seeking candidates who can meet our specific teaching needs in Quantitative Methods (SY 280, Research Methods I), and whose teaching and research connects with the departmental strength in Diversity, Equity and Social Justice. Successful applicants will have a PhD in Sociology or a related discipline, or will have completed a PhD by the time of appointment. Applicants should send a letter of application, full curriculum vitae, evidence of teaching ability, including student evaluations, one sample publication, and the names, addresses and contact information for three professional references to Dr. Patricia Elliot, Chair, Department of Sociology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, by March 6, 2009. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. David Docherty, the Dean of the Faculty of Arts, Wilfrid Laurier University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SPACE SCIENCE — York University.** The Department of Earth and Space Science and Engineering invites applications for a full-time tenure track appointment in Space Science at the Associate or Full Professor level. The position will commence July 1, 2009 or as soon as possible thereafter. All positions at York University are subject to budgetary approval. Space Science at York University focuses on the study of the atmosphere from space, including the design and use of satellite instrumentation, the analysis of satellite data, and related areas (see www.yorku.ca/esse for more details.) The successful candidate must have a proven record in space instrument development and the capacity to lead major space science projects. Familiarity with the Canadian space program will be an asset. The successful candidate will also be expected to already have or develop strong externally funded research programs and contribute to teaching at the undergraduate and graduate levels. The Department of Earth and Space Science and Engineering is affiliated with the Centre for Research in Earth and Space Science (CRESS) which has excellent facilities for the development and test of space instruments. Salary: Commensurate with qualifications. Applicants should submit by 15 April 2009 (in hard copy) a letter of application; their curriculum vitae including a summary of their major research contributions; an outline of their research plans; and arrange for three letters of reference to be sent by the same date to: Professor Ian McOade, Chair, Department of Earth and Space Science and Engineering, Faculty of Science and Engineering, 102 Petrie Science Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada; Tel: 416 736 2100 x 77757; Fax: 416 736 5817; Email: mcdade@yorku.ca. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **SYSTEMS DESIGN ENGINEERING — University of Waterloo.** Applications are invited for a tenure track faculty position at the rank of Associate or Full Professor. The candidates should possess a PhD in engineering, or have equivalent experience, and be able to demonstrate strong abilities in both teaching and research. We are solely interested in a person whose research is in the processing and use of high noise content signals obtained from spectroscopic or interferometry based instruments. Experience in building optical wavelength interferometers, spectrometers and related devices, and managing a team of postdoctoral researchers on large scale interferometry projects is highly desirable. A history of successful fund raising for research support is expected. Experience in medical imaging and medical device design would be an asset. The successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the Faculties of Mathematics and Science, as well as other members of the university. Opportunities for collaboration within the Department of Systems Design Engineering are extensive. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at http://www.systems.uwaterloo.ca/. Applications should be forwarded to Ms. O. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dacheng@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://systems.uwaterloo.ca/docs/cvformat.pdf. Applications will be reviewed starting on February 1, 2009. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with an expected starting date of May 1, 2009.

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■ **URBAN PLANNING — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants are expected to be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application – stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 31, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; e-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School of Planning and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

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Tenure-Track Positions
Gene Expression & Metabolic Biochemistry

MEMORIAL UNIVERSITY

» *Competition Numbers: VPA-BIOC-2008-001 / 002*

The Department of Biochemistry at Memorial University invites applications for two tenure-track positrons at the level of Assistant Professor, one in each of the targeted areas listed below. Applicants should have a PhD or equivalent degree with a minimum of two years post-doctoral research experience and should possess a strong research record with significant future promise. The successful applicants will be expected to develop externally funded research programmes with relevance to one of the research foci of the department: 1) Development and health, and 2) Membranes and molecular interactions. They will also be expected to show a commitment to effective teaching at the undergraduate and graduate levels. The new faculty members will be encouraged to collaborate with the faculty in the department and elsewhere in the university.

1) *Gene Expression* (ref # *VPA-BIOC-2008-001*). The successful applicant for this position will be expected to develop a research programme focused on some area of gene regulation such as, but not limited to, transcriptional regulation by DNA-protein interactions, chromatin structure/remodeling, or gene expression profiling.

2) *Metabolic Biochemistry* (ref # *VPA-BIOC-2008-002*). The successful applicant will be expected to develop a research programme focused on some area of metabolic biochemistry such as, but not limited to, metabolomics, gene-nutrient interactions, or metabolic regulation including signaling pathways.

Applicants should submit a curriculum vitae, a summary of past research, a statement of proposed research and reprints of 3 publications. The application must be accompanied by the names, affiliations and contact information of three referees.

Memorial University is the largest university in Atlantic Canada offering diverse undergraduate, graduate and medical school programmes to almost 18,000 students. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. The Biochemistry Department consists of 18 faculty with expertise in a wide range of biochemical areas. For information about the Department of Biochemistry please see the departmental webpage (http://www.mun.ca/biochem). St. John's is a safe, friendly city with great historic charm, a vibrant cultural life, affordable housing and easy access to a wide range of outdoor activities. For more information about St. John's please see the municipal website (http://www.stjohns.ca).

Applications should be received by the Department of Biochemistry by *May 15, 2009*. Applications should be addressed to: *Dr. Martin Mulligan, Head, Department of Biochemistry, Memorial University, St. John's, NL, Canada, A1B 3X9*. Applications may also be submitted electronically to *biochead@mun.ca* or by fax: *(709) 737-2422*. Please quote the appropriate job reference number on all correspondence.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.

Tenure-Track Position
Primary Healthcare Research
DISCIPLINE OF FAMILY MEDICINE

MEMORIAL UNIVERSITY

» *Competition Number: VPA-MEDI-2008-004*

The Discipline of Family Medicine, Memorial University of Newfoundland is inviting applications for a tenure track position in Primary Healthcare Research. The appointment will be at the Assistant Professor level. Candidates are expected to hold a PhD or be enrolled* in a PhD program.

The Discipline of Family Medicine, through the Primary Healthcare Research Unit (PHRU), is seeking a researcher with expertise and training in areas of aging/eldercare and chronic disease (especially diabetes, hypertension, obesity, and lifestyle issues) from a primary care perspective. The successful candidate will be expected to develop his/her own research program in these and other research areas related to primary healthcare. In addition, the person in this position will participate in teaching within the Faculty of Medicine and will serve as a resource in research methods (qualitative and quantitative) to the faculty members, residents and graduate students within the Discipline of Family Medicine.

Experience in primary healthcare research is required. The ideal candidate will have experience working with health care providers and policy makers. A successful grant-writing track record and knowledge of the external funding process will be considered as assets.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Further information about Memorial University, Faculty of Medicine, and the Primary Healthcare Research Unit can be found at: www.mun.ca, www.med.mun.ca, and www.med.mun.ca/phru.

Interested applicants should submit curriculum vitae, a statement of research interests and goals, and the names of three referees to: *The Dean of Medicine, Faculty of Medicine, Memorial University, St. John's, NL A1B 3V6*. Applications can be submitted electronically to *paula.corbett@med.mun.ca* or by fax: *(709) 777-6746*. Please quote *VPA-MEDI-2008-004*. Applications should be received in the Faculty of Medicine by *April 15, 2009* for a proposed start date of September 1, 2009.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents of Canada will be given priority.

* *See conditions in Article 11.04 of the Collective Agreement between the University and its Faculty Association. http://www.mun.ca/munfa/CA2007-09.pdf*

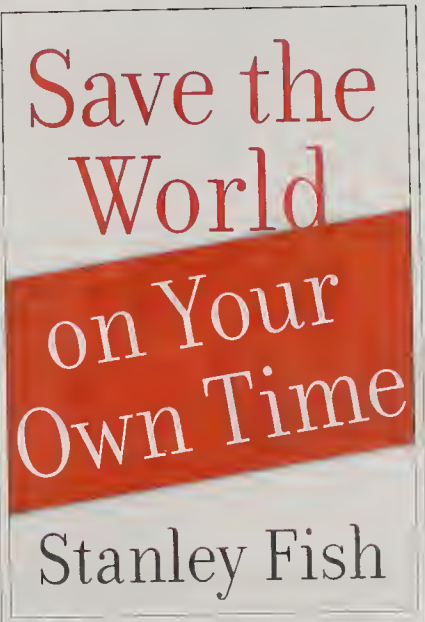
BOOKSHELF
COIN DES LIVRES

Surrendering Our Academic Freedom

Save the World on Your Own Time

Stanley Fish. New York: Oxford University Press, 2008; 189 pp; ISBN: 978-0-19-536902-1, hardcover $19.95 US.

By JON THOMPSON



STANLEY Fish purports to bring good news to the academy – his gospel being that there is a simple way to prevent attacks on professors and their academic freedom by political extremists. Professors need only confine their discourse to "academicized" subject matter.[1] They should not stray into worldly matters, such as questioning the established order, or preparing students to be engaged citizens. This is not their job, Fish says. If professors were to follow his advice, "the various watchdog groups headed by David Horowitz, Daniel Pipes, and others would have to close shop," because the watchdogs no longer would have anything to complain about. The evidence for this outcome is that Fish has consulted with Horowitz and reports, "I believe him."

In short, by surrendering to demands of extremists, the search for truth can flourish in a harassment-free ivory tower. However, the common experience is that giving in to extremists only encourages them. Worse, the Fish recipe would bring disaster to the academy and society at large.

This reactionary tract has the earmarks of neoliberalism – contempt for democracy, reliance on belief, disregard for logical consistency and misrepresentation of history. Although Fish makes a token attempt to distance himself from neoliberals like Anne Neal, president of the "Lynne Cheney-inspired American Council of Trustees and Alumni" (another academic watchdog group), he presents a multi-page apologia for Horowitz. He tells us that Horowitz's insidious "academic bill of rights"[2] is "apolitical and principled."

Presumably, readers should believe the shared penchant of ACTA, Horowitz and Pipes for publishing lists of names of allegedly dangerous professors also is apolitical and principled.

One need not self-identify as a neoliberal to be an exponent of neoliberalism or serve as its handmaid. The more neoliberal measures former U.S. President Bill Clinton authorized, such as slashing programs for the poor, illegal acts of war and rescinding the Glass-Steagall Act, the more he was reviled by neoliberal extremists in Congress and the media. "It is one of the minor symptoms of the mental decline of the United States that Stanley Fish is thought to be on the Left,"[3] but even a self-styled leftist such as Bernard-Henri Levy can be embraced by neoliberals as one of their own.[4]

Fish proposes that professors confine teaching to "bodies of knowledge" and "analytical skills," with no discussion of current events. For example, a professor teaching military history should not "suggest parallels" with "[President] Bush's conduct of the war in Iraq."[5] Universities should not encourage students to develop socially useful values or political awareness.

When he put forward this proposal on earlier occasions, it was dismissed as inappropriate and impractical for a democratic society.[6] Undeterred, Fish tells us that, "worthies like Aristotle, Kant ... and Jacques Derrida" are on "my side." For their part, the worthies might have found surprising the association with someone so casual about philosophical principles.

The book's core consists of arguments that academic freedom is best served by not exercising it, except in a narrow sense. The first decade and a half of the Cold War (often called the McCarthy era) in the U.S. provides many counter-examples. The more university administrators, faculty members and the American Association of University Professors surrendered institutional autonomy and academic freedom, the more widely the persecution spread.

Typically, the victims were doing precisely what, according to Fish, should have spared them from attacks by reactionary extremists: "saving the world on their own time." For instance, mathematician Lee Lorch, a civil rights activist on his own time, was fired by Penn State for subletting his apartment in New York City to a black war veteran.[7]

The proposal that academic disciplines should be "academicized" would require abandonment of large parts of most fields and lead to stultification of the remainder. In particular, this would be the fate of the liberal arts, the main focus of Fish's attention. It also would put an end to academic freedom as currently understood.

In disciplines where health or safety may be at stake, such as medicine or engineering, the topics are often inseparable from "real world urgency." Codes of professional ethics, and the common law of torts, require academics in these fields to disclose to patients, clients or regulatory authorities information on significant risks they discover in their research. The fact that such disclosures have sometimes been met with extreme reactions by wealthy corporations – including attempts to destroy the careers of researchers whose findings might result in diminished corporate profits – cannot reasonably be blamed on the disciplines or the researchers.

Finally, there will always be topics that attract hostility from some quarter, regardless of how academicized the treatment is. For example, questions pertaining to the State of Israel bring strong reactions by pro-Israel extremists. This includes questions properly within the scope of liberal arts disciplines. Anthropologist Nadia Abu El-Haj took up such a question in her doctoral research at Duke University – "the role of archaeology in what was essentially a political project: the Biblical validation for Jewish claims to what is now Israel."[8] After her thesis led to an award-winning scholarly book, she was denounced in publications by organizations headed by Daniel Pipes. The denunciations led to demands that Columbia University deny her tenure.

Earlier Fish books have been criticized for erroneous assumptions and self-contradiction. This time his arsenal includes the neoliberal device of fundamentalism – reliance on a text from a golden age, taken out of historical context and misrepresented through selective quotation. He describes his proposal as "merely rephrasing the American Association of University Professor's [sic] 1915 Declaration of Principles on academic freedom." As proof, he quotes parts of three sentences from this 18-page document.

The document actually says the opposite of what Fish claims his selected passages imply. On teaching, the Declaration expressly contemplates "giving instruction upon controversial matters." It also contemplates an active public role for professors, asserting that, "in their extra-mural utterances," professors should not be "debarred from giving expression to their judgments upon controversial questions," nor should their "freedom of speech, outside the university ... be limited to questions falling within their own specialties," because: "One of its [the university's] most characteristic functions in a democratic society is to help make public opinion more self-critical and more circumspect, to check the more hasty and unconsidered impulses of popular feeling, to train the democracy to the habit of looking before and after. It is precisely this function of the university which is most injured by any restriction upon academic freedom; and it is precisely those who most value this aspect of the university's work who should most earnestly protest against such restriction."[9]

This language is what would be expected in a declaration of principles by an association founded by such distinguished scholars and social activists as economist Richard Ely and philosopher John Dewey.

Academic freedom has waned and waxed in the U.S. since 1915, the periods of repression during 1917–1918 and 1945–1960 (when anti-German and, later, anti-Communist frenzy gripped the land) alternating with more liberal times. The struggle by many scholars and administrators to protect this right has given rise to current circumstances with the concept enlarged and the freedom widely defended, although more effectively so in Canada due to the cross-country development of faculty collective bargaining by CAUT.

In our time, Columbia University is able to resist strong pressure from one of its largest donor communities and grant tenure to Nadia Abu El-Haj, and moral leadership in America emanates from such outspoken scholars as Noam Chomsky. ■

Jon Thompson is a University of New Brunswick professor emeritus of mathematics and statistics.

ENDNOTES

1. "To academicize a topic is to detach it from the context of real world urgency," according to Fish.
2. Ellen Schrecker. "The New McCarthyism in Academe." Thought & Action, Fall 2005: 103–118.
3. Terry Eagleton. "The Estate Agent." London Review of Books, 2 March 2000. www.lrb.co.uk/v22/n05/eagl01_.html.
4. Serge Halimi. "The Dom Perignon Socialist Manifesto." http://mondediplo.com/2008/02/12bhl.
5. Stanley Fish. "An Authoritative Word on Academic Freedom." New York Times, 23 November 2008.
6. Derek Bok. *Our Underachieving Colleges*. Princeton: Princeton University Press, 2006.
7. Penn State publicly denounced Lorch's assistance to his fellow army veteran as, "extreme, illegal and immoral and damaging to the public relations of the college." A. Fox. "Battle in Black and White." New York Times, 26 March 2006.
8. Jane Kramer. "The Petition." The New Yorker, 14 April 2008: 50–59.
9. AAUP. General Declaration of Principles, 1915.

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